

|                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                             |
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| <b>Form 5500</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security<br>Administration<br><br>Pension Benefit Guaranty Corporation | <b>Annual Return/Report of Employee Benefit Plan</b><br>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).<br><br><p style="text-align: center;">▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p> | OMB Nos. 1210-0110<br>1210-0089<br><br><div style="text-align: center; font-size: 24pt; font-weight: bold;">2021</div><br><br><b>This Form is Open to Public Inspection</b> |
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|                                                                                                           |                                                                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Part I</b>                                                                                             | <b>Annual Report Identification Information</b>                                                                                                                                                                                                                                                                                            |
| For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>  |                                                                                                                                                                                                                                                                                                                                            |
| <b>A</b> This return/report is for:                                                                       | <input type="checkbox"/> a multiemployer plan <input type="checkbox"/> a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)<br><input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a DFE (specify) _____ |
| <b>B</b> This return/report is:                                                                           | <input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report<br><input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)                                                                                                      |
| <b>C</b> If the plan is a collectively-bargained plan, check here. . . . .                                | <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                   |
| <b>D</b> Check box if filing under:                                                                       | <input checked="" type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program<br><input type="checkbox"/> special extension (enter description)                                                                                                                                     |
| <b>E</b> If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . | <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                   |

|                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                          |            |                                                       |  |                                                                     |  |                                                                  |  |                                                             |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------|-------------------------------------------------------|--|---------------------------------------------------------------------|--|------------------------------------------------------------------|--|-------------------------------------------------------------|--|
| <b>Part II</b>                                                                                                                                                                                                                                                                                                                                                                     | <b>Basic Plan Information—enter all requested information</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                          |            |                                                       |  |                                                                     |  |                                                                  |  |                                                             |  |
| <b>1a</b> Name of plan<br><u>SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN</u>                                                                                                                                                                                                                                                                                                        | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"><b>1b</b> Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2"><b>1c</b> Effective date of plan<br/><u>01/01/1995</u></td> </tr> <tr> <td colspan="2"><b>2b</b> Employer Identification Number (EIN)<br/><u>80-0014964</u></td> </tr> <tr> <td colspan="2"><b>2c</b> Plan Sponsor's telephone number<br/><u>319-758-5900</u></td> </tr> <tr> <td colspan="2"><b>2d</b> Business code (see instructions)<br/><u>441110</u></td> </tr> </table> | <b>1b</b> Three-digit plan number (PN) ▶ | <u>001</u> | <b>1c</b> Effective date of plan<br><u>01/01/1995</u> |  | <b>2b</b> Employer Identification Number (EIN)<br><u>80-0014964</u> |  | <b>2c</b> Plan Sponsor's telephone number<br><u>319-758-5900</u> |  | <b>2d</b> Business code (see instructions)<br><u>441110</u> |  |
| <b>1b</b> Three-digit plan number (PN) ▶                                                                                                                                                                                                                                                                                                                                           | <u>001</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                          |            |                                                       |  |                                                                     |  |                                                                  |  |                                                             |  |
| <b>1c</b> Effective date of plan<br><u>01/01/1995</u>                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                          |            |                                                       |  |                                                                     |  |                                                                  |  |                                                             |  |
| <b>2b</b> Employer Identification Number (EIN)<br><u>80-0014964</u>                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                          |            |                                                       |  |                                                                     |  |                                                                  |  |                                                             |  |
| <b>2c</b> Plan Sponsor's telephone number<br><u>319-758-5900</u>                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                          |            |                                                       |  |                                                                     |  |                                                                  |  |                                                             |  |
| <b>2d</b> Business code (see instructions)<br><u>441110</u>                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                          |            |                                                       |  |                                                                     |  |                                                                  |  |                                                             |  |
| <b>2a</b> Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br><u>SHOTTENKIRK AUTOMOTIVE GROUP, INC.</u><br><br><u>309 SOUTH GEAR AVENUE</u><br><u>WEST BURLINGTON, IA 52655</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.

|                  |                                                   |            |                                                              |
|------------------|---------------------------------------------------|------------|--------------------------------------------------------------|
| <b>SIGN HERE</b> | Filed with authorized/valid electronic signature. | 10/14/2022 | KIM GLASGOW                                                  |
|                  | Signature of plan administrator                   | Date       | Enter name of individual signing as plan administrator       |
| <b>SIGN HERE</b> |                                                   |            |                                                              |
|                  | Signature of employer/plan sponsor                | Date       | Enter name of individual signing as employer or plan sponsor |
| <b>SIGN HERE</b> |                                                   |            |                                                              |
|                  | Signature of DFE                                  | Date       | Enter name of individual signing as DFE                      |

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

|                                                                                                                                                                                                                                                                                                                                                                                                                            |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| <b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor                                                                                                                                                                                                                                                                                                                   |  | <b>3b</b> Administrator's EIN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |     |
|                                                                                                                                                                                                                                                                                                                                                                                                                            |  | <b>3c</b> Administrator's telephone number                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |     |
| <b>4</b> 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:<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name                                                                                                                                     |  | <b>4b</b> EIN<br><br><b>4d</b> PN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |     |
| <b>5</b> Total number of participants at the beginning of the plan year                                                                                                                                                                                                                                                                                                                                                    |  | <b>5</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 676 |
| <b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).                                                                                                                                                                                                                           |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |     |
| <b>a(1)</b> Total number of active participants at the beginning of the plan year.....                                                                                                                                                                                                                                                                                                                                     |  | <b>6a(1)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 573 |
| <b>a(2)</b> Total number of active participants at the end of the plan year .....                                                                                                                                                                                                                                                                                                                                          |  | <b>6a(2)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 563 |
| <b>b</b> Retired or separated participants receiving benefits.....                                                                                                                                                                                                                                                                                                                                                         |  | <b>6b</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1   |
| <b>c</b> Other retired or separated participants entitled to future benefits .....                                                                                                                                                                                                                                                                                                                                         |  | <b>6c</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 139 |
| <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....                                                                                                                                                                                                                                                                                                                                                |  | <b>6d</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 703 |
| <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....                                                                                                                                                                                                                                                                                                                 |  | <b>6e</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1   |
| <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....                                                                                                                                                                                                                                                                                                                                                                    |  | <b>6f</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 704 |
| <b>g</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....                                                                                                                                                                                                                                                                            |  | <b>6g</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 558 |
| <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested .....                                                                                                                                                                                                                                                                                 |  | <b>6h</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 52  |
| <b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....                                                                                                                                                                                                                                                                                        |  | <b>7</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |     |
| <b>8a</b> If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:<br>2E 2F 2G 2J 2K 2T 3D                                                                                                                                                                                                                                       |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |     |
| <b>b</b> If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:                                                                                                                                                                                                                                                                |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |     |
| <b>9a</b> Plan funding arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor                                                                                                                              |  | <b>9b</b> Plan benefit arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor                                                                                                                                                                                                                         |     |
| <b>10</b> Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)                                                                                                                                                                                                                                                          |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |     |
| <b>a Pension Schedules</b><br>(1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information)<br><br>(2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary<br><br>(3) <input type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary |  | <b>b General Schedules</b><br>(1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information)<br>(2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan)<br>(3) <input type="checkbox"/> <u>0</u> <b>A</b> (Insurance Information)<br>(4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information)<br>(5) <input checked="" type="checkbox"/> <b>D</b> (DFE/Participating Plan Information)<br>(6) <input type="checkbox"/> <b>G</b> (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 \_\_\_\_\_

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

|                                                                                                     |                                                             |     |
|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-----|
| For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021          |                                                             |     |
| <b>A</b> Name of plan<br>SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN                                 | <b>B</b> Three-digit plan number (PN) ▶                     | 001 |
|                                                                                                     |                                                             |     |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br>SHOTTENKIRK AUTOMOTIVE GROUP, INC. | <b>D</b> Employer Identification Number (EIN)<br>80-0014964 |     |

|               |                                                        |
|---------------|--------------------------------------------------------|
| <b>Part I</b> | <b>Service Provider Information (see instructions)</b> |
|---------------|--------------------------------------------------------|

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

|                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------|
| <b>(b)</b> Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |
|-------------------------------------------------------------------------------------------------------------------|

|                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------|
| <b>(b)</b> Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |
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|                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------|
| <b>(b)</b> Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation |
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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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

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

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

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 37 60 64 65            | RECORDKEEPER                                                                                      | 3300                                                                   | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                                            | 0                                                                                                                                                                               | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                          |

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

AMERIPRISE FINANCIAL SERVICES INC

38-2722519

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 55                     | ADVISOR                                                                                           | 0                                                                      | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                                            | 60991                                                                                                                                                                           | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                          |

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

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

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

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

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

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

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

**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<br>(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. |                                           |
| AB SM CAP GRTH ADV - ALLIANCEBERNS<br><br>52-2269240                                                | 0.25%                                                                                                                                                              |                                           |
| (a) Enter service provider name as it appears on line 2                                             | (b) Service Codes<br>(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. |                                           |
| AM CENT MDCPVAL INV - AMERICAN CEN<br><br>44-0619208                                                | 0.35%                                                                                                                                                              |                                           |
| (a) Enter service provider name as it appears on line 2                                             | (b) Service Codes<br>(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. |                                           |
| BNYM INST S&P500 I - BNY MELLON TR<br>DREYFUS TRANSFER INC<br>200 PARK AVENUE<br>NEW YORK, NY 10166 | 0.15%                                                                                                                                                              |                                           |

**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<br>(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. |                                           |
| COL MID CAP INDEX I2 - COLUMBIA MG 14785 PRESTON ROAD, SUITE 1000 DALLAS, TX 75254 | 0.10%                                                                                                                                                              |                                           |
| (a) Enter service provider name as it appears on line 2                            | (b) Service Codes<br>(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. |                                           |
| COL SM CAP INDEX I2 - COLUMBIA MGT 14785 PRESTON ROAD, SUITE 1000 DALLAS, TX 75254 | 0.10%                                                                                                                                                              |                                           |
| (a) Enter service provider name as it appears on line 2                            | (b) Service Codes<br>(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. |                                           |
| COLUMBIA DIV INC A - COLUMBIA MGT 14785 PRESTON ROAD, SUITE 1000 DALLAS, TX 75254  | 0.25%                                                                                                                                                              |                                           |

**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<br>(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. |                                           |
| EV INC FUND BOSTON A - BNY MELLON      301 BELLEVUE PARKWAY<br>WILMINGTON, DE 19809       | 0.25%                                                                                                                                                              |                                           |
| (a) Enter service provider name as it appears on line 2                                   | (b) Service Codes<br>(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. |                                           |
| FRANKLIN INCOME A1 - FRANKLIN TEMP<br><br>94-3167260                                      | 0.25%                                                                                                                                                              |                                           |
| (a) Enter service provider name as it appears on line 2                                   | (b) Service Codes<br>(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. |                                           |
| INVS DEVELOP MKT A - INVESCO INVES      11 GREENWAY PLAZA, SUITE 100<br>HOUSTON, TX 77046 | 0.25%                                                                                                                                                              |                                           |

**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<br>(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 ENTERPRISE T - JANUS SERVICES<br><br>43-1804048                 | 0.35%                                                                                                                                                              |

| (a) Enter service provider name as it appears on line 2 | (b) Service Codes<br>(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<br><br>43-1804048                 | 0.35%                                                                                                                                                              |

| (a) Enter service provider name as it appears on line 2 | (b) Service Codes<br>(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 INTR VAL R3 - MFS SERVICE<br><br>04-2865649                | 0.25%                                                                                                                                                              |

**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<br>(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. |                                           |
| PUTN LG CAP VAL A - PUTNAM INVESTO<br><br>04-2539562                            | 0.25%                                                                                                                                                              |                                           |
| (a) Enter service provider name as it appears on line 2                         | (b) Service Codes<br>(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. |                                           |
| TRP INTL DISCOVERY - T. ROWE PRICE<br><br>52-2269240                            | 0.15%                                                                                                                                                              |                                           |
| (a) Enter service provider name as it appears on line 2                         | (b) Service Codes<br>(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. |                                           |
| WA CORE BOND A - BNY MELLON INVEST 301 BELLEVUE PARKWAY<br>WILMINGTON, DE 19809 | 0.25%                                                                                                                                                              |                                           |

**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<br>(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. |                                           |
| WF STABLE VALUE 550 SOUTH FOURTH STREET, 8TH FLOOR<br>MINNEAPOLIS, MN 55415 | 0.25%                                                                                                                                                              |                                           |
| (a) Enter service provider name as it appears on line 2                     | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
| AMERIPRISE FINANCIAL SERVICES INC                                           | 55                                                                                                                                                                 | 60991                                     |
| (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. |                                           |
| NATIONAL FINANCIAL SERVICES LLC 870 E HIGGINS RD<br>SCHAUMBURG, IL 60173    |                                                                                                                                                                    |                                           |
| (a) Enter service provider name as it appears on line 2                     | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|                                                                             |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation         | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                             |                                                                                                                                                                    |                                           |

**Part II Service Providers Who Fail or Refuse to Provide Information**

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

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

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

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:



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

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

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

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

|                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                              |                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| <b>SCHEDULE H</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Financial Information</b><br><br>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).<br><br><b>► File as an attachment to Form 5500.</b> | <small>OMB No. 1210-0110</small><br><br><b>2021</b><br><br><b>This Form is Open to Public Inspection</b> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|

|                                                                                                            |                                                                    |            |
|------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|------------|
| For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>   |                                                                    |            |
| <b>A</b> Name of plan<br><u>SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN</u>                                 | <b>B</b> Three-digit plan number (PN) <b>►</b>                     | <u>001</u> |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><u>SHOTTENKIRK AUTOMOTIVE GROUP, INC.</u> | <b>D</b> Employer Identification Number (EIN)<br><u>80-0014964</u> |            |

|               |                                      |
|---------------|--------------------------------------|
| <b>Part I</b> | <b>Asset and Liability Statement</b> |
|---------------|--------------------------------------|

**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 |
|---------------------------------------------------------------------------------------------------|-----------------|-----------------------|-----------------|
| <b>a</b> Total noninterest-bearing cash.....                                                      | <b>1a</b>       | 0                     | 0               |
| <b>b</b> Receivables (less allowance for doubtful accounts):                                      |                 |                       |                 |
| <b>(1)</b> Employer contributions .....                                                           | <b>1b(1)</b>    | 0                     | 0               |
| <b>(2)</b> Participant contributions.....                                                         | <b>1b(2)</b>    | 0                     | 0               |
| <b>(3)</b> Other .....                                                                            | <b>1b(3)</b>    | 0                     | 0               |
| <b>c</b> General investments:                                                                     |                 |                       |                 |
| <b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....  | <b>1c(1)</b>    | 143006                | 63143           |
| <b>(2)</b> U.S. Government securities .....                                                       | <b>1c(2)</b>    | 0                     | 0               |
| <b>(3)</b> Corporate debt instruments (other than employer securities):                           |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                        | <b>1c(3)(A)</b> | 0                     | 0               |
| <b>(B)</b> All other .....                                                                        | <b>1c(3)(B)</b> | 0                     | 0               |
| <b>(4)</b> Corporate stocks (other than employer securities):                                     |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                        | <b>1c(4)(A)</b> | 0                     | 0               |
| <b>(B)</b> Common .....                                                                           | <b>1c(4)(B)</b> | 0                     | 0               |
| <b>(5)</b> Partnership/joint venture interests .....                                              | <b>1c(5)</b>    | 0                     | 0               |
| <b>(6)</b> Real estate (other than employer real property) .....                                  | <b>1c(6)</b>    | 0                     | 0               |
| <b>(7)</b> Loans (other than to participants) .....                                               | <b>1c(7)</b>    | 0                     | 0               |
| <b>(8)</b> Participant loans .....                                                                | <b>1c(8)</b>    | 418030                | 294938          |
| <b>(9)</b> Value of interest in common/collective trusts.....                                     | <b>1c(9)</b>    | 781009                | 703319          |
| <b>(10)</b> Value of interest in pooled separate accounts .....                                   | <b>1c(10)</b>   | 0                     | 0               |
| <b>(11)</b> Value of interest in master trust investment accounts.....                            | <b>1c(11)</b>   | 0                     | 0               |
| <b>(12)</b> Value of interest in 103-12 investment entities .....                                 | <b>1c(12)</b>   | 0                     | 0               |
| <b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....       | <b>1c(13)</b>   | 24450797              | 26836982        |
| <b>(14)</b> Value of funds held in insurance company general account (unallocated contracts)..... | <b>1c(14)</b>   | 0                     | 0               |
| <b>(15)</b> Other.....                                                                            | <b>1c(15)</b>   | 0                     | 0               |

| <b>1d</b> Employer-related investments:                              |              | (a) Beginning of Year | (b) End of Year |
|----------------------------------------------------------------------|--------------|-----------------------|-----------------|
| (1) Employer securities.....                                         | <b>1d(1)</b> | 0                     | 0               |
| (2) Employer real property.....                                      | <b>1d(2)</b> | 0                     | 0               |
| <b>e</b> Buildings and other property used in plan operation .....   | <b>1e</b>    | 0                     | 0               |
| <b>f</b> Total assets (add all amounts in lines 1a through 1e) ..... | <b>1f</b>    | 25792842              | 27898382        |

**Liabilities**

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

**Net Assets**

|                                                           |           |          |          |
|-----------------------------------------------------------|-----------|----------|----------|
| <b>l</b> Net assets (subtract line 1k from line 1f) ..... | <b>1l</b> | 25792842 | 27898382 |
|-----------------------------------------------------------|-----------|----------|----------|

**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 |
|------------------------------------------------------------------------------------------------------------|-----------------|------------|-----------|
| <b>a Contributions:</b>                                                                                    |                 |            |           |
| (1) Received or receivable in cash from: <b>(A)</b> Employers .....                                        | <b>2a(1)(A)</b> | 279827     |           |
| <b>(B)</b> Participants .....                                                                              | <b>2a(1)(B)</b> | 2813031    |           |
| <b>(C)</b> Others (including rollovers).....                                                               | <b>2a(1)(C)</b> | 454875     |           |
| (2) Noncash contributions.....                                                                             | <b>2a(2)</b>    | 0          | 3547733   |
| (3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> ..... | <b>2a(3)</b>    |            |           |
| <b>b Earnings on investments:</b>                                                                          |                 |            |           |
| (1) Interest:                                                                                              |                 |            |           |
| <b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....        | <b>2b(1)(A)</b> | 13         |           |
| <b>(B)</b> U.S. Government securities.....                                                                 | <b>2b(1)(B)</b> | 0          |           |
| <b>(C)</b> Corporate debt instruments .....                                                                | <b>2b(1)(C)</b> | 0          |           |
| <b>(D)</b> Loans (other than to participants) .....                                                        | <b>2b(1)(D)</b> | 0          |           |
| <b>(E)</b> Participant loans.....                                                                          | <b>2b(1)(E)</b> | 18003      |           |
| <b>(F)</b> Other .....                                                                                     | <b>2b(1)(F)</b> | 0          |           |
| <b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....                              | <b>2b(1)(G)</b> |            | 18016     |
| (2) Dividends: <b>(A)</b> Preferred stock.....                                                             | <b>2b(2)(A)</b> | 0          |           |
| <b>(B)</b> Common stock .....                                                                              | <b>2b(2)(B)</b> | 0          |           |
| <b>(C)</b> Registered investment company shares (e.g. mutual funds).....                                   | <b>2b(2)(C)</b> | 1491337    |           |
| <b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....                  | <b>2b(2)(D)</b> |            | 1491337   |
| (3) Rents .....                                                                                            | <b>2b(3)</b>    |            | 0         |
| (4) Net gain (loss) on sale of assets: <b>(A)</b> Aggregate proceeds .....                                 | <b>2b(4)(A)</b> | 0          |           |
| <b>(B)</b> Aggregate carrying amount (see instructions).....                                               | <b>2b(4)(B)</b> | 0          |           |
| <b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result .....                  | <b>2b(4)(C)</b> |            |           |
| (5) Unrealized appreciation (depreciation) of assets: <b>(A)</b> Real estate .....                         | <b>2b(5)(A)</b> | 0          |           |
| <b>(B)</b> Other .....                                                                                     | <b>2b(5)(B)</b> | 0          |           |
| <b>(C)</b> Total unrealized appreciation of assets.<br>Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....      | <b>2b(5)(C)</b> |            |           |

|                                                                                                |        | (a) Amount | (b) Total |
|------------------------------------------------------------------------------------------------|--------|------------|-----------|
| (6) Net investment gain (loss) from common/collective trusts.....                              | 2b(6)  |            | 8463      |
| (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) |            | 1970766   |
| c Other income.....                                                                            | 2c     |            | 0         |
| d Total income. Add all <b>income</b> amounts in column (b) and enter total.....               | 2d     |            | 7036315   |
| <b>Expenses</b>                                                                                |        |            |           |
| e Benefit payment and payments to provide benefits:                                            |        |            |           |
| (1) Directly to participants or beneficiaries, including direct rollovers.....                 | 2e(1)  | 2909735    |           |
| (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)  |            | 2909735   |
| f Corrective distributions (see instructions).....                                             | 2f     |            | 4034      |
| g Certain deemed distributions of participant loans (see instructions).....                    | 2g     |            | 13662     |
| 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)  | 3300       |           |
| (5) Total administrative expenses. Add lines 2i(1) through (4).....                            | 2i(5)  |            | 3300      |
| j Total expenses. Add all <b>expense</b> amounts in column (b) and enter total.....            | 2j     |            | 2930731   |
| <b>Net Income and Reconciliation</b>                                                           |        |            |           |
| k Net income (loss). Subtract line 2j from line 2d.....                                        | 2k     |            | 4105584   |
| l Transfers of assets:                                                                         |        |            |           |
| (1) To this plan.....                                                                          | 2l(1)  |            | 0         |
| (2) From this plan.....                                                                        | 2l(2)  |            | 2000044   |

**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: HONKAMP KRUEGER & CO

(2) EIN: 42-0946155

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   |    | 9974   |

|                                                                                                                                                                                                                                                                                                                  | Yes | No | Amount |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|--------|
| <b>b</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.) ..... |     |    |        |
| <b>4b</b>                                                                                                                                                                                                                                                                                                        |     | X  |        |
| <b>c</b> 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.) .....                                                                                                                             |     |    |        |
| <b>4c</b>                                                                                                                                                                                                                                                                                                        |     | X  |        |
| <b>d</b> 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.) .....                                                                                                                  |     |    |        |
| <b>4d</b>                                                                                                                                                                                                                                                                                                        |     | X  |        |
| <b>e</b> Was this plan covered by a fidelity bond? .....                                                                                                                                                                                                                                                         | X   |    | 500000 |
| <b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....                                                                                                                                                                          |     | X  |        |
| <b>4f</b>                                                                                                                                                                                                                                                                                                        |     | X  |        |
| <b>g</b> 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  |        |
| <b>4g</b>                                                                                                                                                                                                                                                                                                        |     | X  |        |
| <b>h</b> 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  |        |
| <b>4h</b>                                                                                                                                                                                                                                                                                                        |     | X  |        |
| <b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) .....                                                                                                                                                   | X   |    |        |
| <b>4i</b>                                                                                                                                                                                                                                                                                                        | X   |    |        |
| <b>j</b> 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  |        |
| <b>4j</b>                                                                                                                                                                                                                                                                                                        |     | X  |        |
| <b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? .....                                                                                                                                              |     | X  |        |
| <b>4k</b>                                                                                                                                                                                                                                                                                                        |     | X  |        |
| <b>l</b> Has the plan failed to provide any benefit when due under the plan? .....                                                                                                                                                                                                                               |     | X  |        |
| <b>4l</b>                                                                                                                                                                                                                                                                                                        |     | X  |        |
| <b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....                                                                                                                                                                                     |     | X  |        |
| <b>4m</b>                                                                                                                                                                                                                                                                                                        |     | X  |        |
| <b>n</b> 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  |        |
| <b>4n</b>                                                                                                                                                                                                                                                                                                        |     | 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) |
|-----------------------------------|--------------|-------------|
| DEYARMAN FORD INDIANOLA 401K PLAN | 81-4144573   | 001         |
|                                   |              |             |
|                                   |              |             |
|                                   |              |             |

**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 \_\_\_\_\_.

|                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| <div>SCHEDULE R<br/>(Form 5500)<br/><br/>Department of the Treasury<br/>Internal Revenue Service<br/><br/>Department of Labor<br/>Employee Benefits Security Administration<br/><br/>Pension Benefit Guaranty Corporation</div> | <div>Retirement Plan Information</div> <div>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).</div> <div>▶ File as an attachment to Form 5500.</div> | <div>OMB No. 1210-0110</div> <div>2021</div> <div>This Form is Open to Public Inspection.</div> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|

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

|                                                                                                          |                                                                  |
|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| <div>A Name of plan<br/>SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN</div>                                 | <div>B Three-digit plan number (PN) ▶<br/>001</div>              |
| <div>C Plan sponsor's name as shown on line 2a of Form 5500<br/>SHOTTENKIRK AUTOMOTIVE GROUP, INC.</div> | <div>D Employer Identification Number (EIN)<br/>80-0014964</div> |

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

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

|                                                                                                                                                                                                                                                                   |              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| <div>1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....</div>                                                                                                                         | <div>1</div> |
| <div>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):<br/><br/>EIN(s): 04-6568107</div> |              |
| <div>Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.</div>                                                                                                                                                                                       |              |
| <div>3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....</div>                                                                                                                              | <div>3</div> |

|         |                                                                                                                                                                        |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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.) |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| <div>4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .....</div>                                                                                                                                                                                                                                         | <div><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</div> |
| <div>If the plan is a defined benefit plan, go to line 8.</div>                                                                                                                                                                                                                                                                                                  |                                                                                                  |
| <div>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 _____<br/>If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.</div> |                                                                                                  |
| <div>6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....</div>                                                                                                                                                                                                               | <div>6a</div>                                                                                    |
| <div>b Enter the amount contributed by the employer to the plan for this plan year .....</div>                                                                                                                                                                                                                                                                   | <div>6b</div>                                                                                    |
| <div>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) .....</div>                                                                                                                                                                                                             | <div>6c</div>                                                                                    |
| <div>If you completed line 6c, skip lines 8 and 9.</div>                                                                                                                                                                                                                                                                                                         |                                                                                                  |
| <div>7 Will the minimum funding amount reported on line 6c be met by the funding deadline? .....</div>                                                                                                                                                                                                                                                           | <div><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</div> |
| <div>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? .....</div>                                                                                  | <div><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</div> |

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

|                                                                                                                                                                                                                                |                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| <div>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.....</div> | <div><input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> Both <input type="checkbox"/> No</div> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|

|         |                                                                                                                                            |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------|
| 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. |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                                                                                                                  |                                                                     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <div>10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? .....</div>                                                      | <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div> |
| <div>11 a Does the ESOP hold any preferred stock? .....</div>                                                                                                                                    | <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div> |
| <div>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.) .....</div> | <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div> |
| <div>12 Does the ESOP hold any stock that is not readily tradable on an established securities market? .....</div>                                                                               | <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div> |

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 \_\_\_\_\_



**SHOTTENKIRK 401(K)  
RETIREMENT SAVINGS PLAN  
FINANCIAL STATEMENTS  
DECEMBER 31, 2021**

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HONKAMP KRUEGER & CO, P.C.

*CPAs & Business Consultants*

## **Independent Auditors' Report**

To the Plan Administrator  
Shottenkirk 401(k) Retirement Savings Plan  
Fort Madison, Iowa

### ***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 Shottenkirk 401(k) Retirement Savings 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, 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 Auditors' 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 (U.S. GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities For The Audit Of The 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our 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 for one year after the date that the financial statements are available to be issued.

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

### ***Auditors' Responsibilities For The Audit Of The 2021 Financial Statements***

Except as described in the Scope And Nature Of The ERISA Section 103(a)(3)(C) Audit Of The 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with U.S. 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 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 U.S. 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 Matter – 2021 Supplemental Schedules Required By ERISA***

The supplemental schedules of 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 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 U.S. GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the 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).

***Other Matter – Auditors' 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 11, 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.

**HONKAMP KRUEGER & CO., P.C.**

*Honkamp Krueger & Co., P.C.*

Dubuque, Iowa  
October 13, 2022

# SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

## STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

|                                          | December 31,         |                      |
|------------------------------------------|----------------------|----------------------|
|                                          | 2021                 | 2020                 |
| <b>Assets</b>                            |                      |                      |
| Investments, At Fair Value               | \$ 27,603,444        | \$ 25,374,812        |
| <b>Receivables</b>                       |                      |                      |
| Participant                              | 16,611               | 50,801               |
| Employer                                 | 2,172                | —                    |
| Notes receivable from participants       | 294,938              | 418,030              |
| <b>Total Receivables</b>                 | <b>313,721</b>       | <b>468,831</b>       |
| <b>Net Assets Available For Benefits</b> | <b>\$ 27,917,165</b> | <b>\$ 25,843,643</b> |

# SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

## STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS For The Year Ended December 31, 2021

|                                                                  |                          |
|------------------------------------------------------------------|--------------------------|
| <b>Additions To Net Assets Attributed To:</b>                    |                          |
| <b>Investment Income</b>                                         |                          |
| Net appreciation in fair value of investments                    | \$ 1,979,229             |
| Interest and dividends                                           | 1,491,350                |
| <b>Total Investment Income</b>                                   | <b>3,470,579</b>         |
| <br><b>Interest Income On Notes Receivable From Participants</b> | <br><b>18,003</b>        |
| <br><b>Contributions</b>                                         |                          |
| Participant                                                      | 2,778,841                |
| Employer                                                         | 281,999                  |
| Rollover                                                         | 454,875                  |
| <b>Total Contributions</b>                                       | <b>3,515,715</b>         |
| <br><b>Total Additions</b>                                       | <br><b>7,004,297</b>     |
| <br><b>Deductions From Net Assets Attributed To:</b>             |                          |
| Benefits paid to or on behalf of participants                    | 2,927,431                |
| Administrative expenses                                          | 3,300                    |
| <b>Total Deductions</b>                                          | <b>2,930,731</b>         |
| <br><b>Change In Net Assets Available For Benefits</b>           | <br><b>4,073,566</b>     |
| <br><b>Transfers Out</b>                                         | <br><b>2,000,044</b>     |
| <br><b>Net Assets Available For Benefits – Beginning Of Year</b> | <br><b>25,843,643</b>    |
| <br><b>Net Assets Available For Benefits – End Of Year</b>       | <br><b>\$ 27,917,165</b> |

# **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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## **NOTES TO FINANCIAL STATEMENTS**

### **1. Description Of The Plan**

The following description of the Shottenkirk 401(k) Retirement Savings Plan (the Plan) is provided for general information purposes only. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

#### **General**

The Plan is a defined contribution 401(k) plan that covers substantially all employees of Shottenkirk Automotive Group, Inc. and related participating employers (collectively, the Employer), who have worked for the Employer for at least one year, completed 1,000 hours of service and are age 21 or older. Excluded employees include contract drivers, non-resident aliens, leased employees and reclassified employees. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

#### **Contributions**

Once eligible, participants are automatically enrolled in the Plan with a pre-tax deferral amount of 5% of eligible compensation unless the participant elects otherwise or an affirmative election not to participate in the Plan is made.

Participants may contribute up to 100% of eligible compensation in the form of pre-tax or after-tax (ROTH) contributions not to exceed Internal Revenue Code (IRC) limits. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

Under the provisions of the Plan, the Employer has the option to make discretionary matching contributions equal to a percentage of eligible participants' elective deferral contributions. Participants are eligible for the discretionary matching contributions upon becoming eligible to make elective deferral contributions. The Employer elected to make matching contributions equal to 20% of each participant's deferral contributions limited to 5% of the participant's eligible compensation for the year ended December 31, 2021.

Under the provisions of the Plan, the Employer has the option to make discretionary profit-sharing contributions. Participants are eligible for discretionary profit-sharing contributions upon completing 1,000 hours of service during the plan year and being employed by the Employer on the last day of the plan year. The Employer did not make any discretionary profit-sharing contributions to the Plan for the year ended December 31, 2021.

## **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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### **Notes To Financial Statements (*Continued*)**

#### **Participant Accounts**

Each participant's account is credited with the participant's contributions and employer discretionary matching and profit-sharing contributions as well as allocations of the Plan's earnings and expenses. Allocations are based on the participant's eligible compensation, the value of the account balances, an equal dollar amount based on the number of participants in the Plan or specific participant transactions, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

#### **Notes Receivable From Participants**

Participants may borrow from their account a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 reduced by the participant's highest outstanding loan balance during the preceding 12 months or 50% of their vested account balance. The number of outstanding loans for any participant at any one time is limited to one. The loans are secured by the participant's vested account balance and bear interest at a rate commensurate with local prevailing rates. Loan terms may not exceed five years, except for a loan for the purchase of a principal residence. Principal and interest are paid ratably through payroll deductions or directly by the participant.

#### **Vesting**

Participants are immediately vested in their rollover and voluntary contributions plus actual earnings thereon. Vesting in the remainder of their account is based on a rate of 20% for each year of credited service beginning in the second year of service. Participants are fully vested after six years of credited service or upon death, disability or the attainment of normal retirement age of 65.

#### **Hardship Withdrawals**

Participants may elect to withdraw all or a portion of their vested account balances if they incur a financial hardship. Hardship withdrawals are subject to the terms of the plan agreement and provisions of the IRC.

#### **Payment Of Benefits**

Upon termination of service due to death, disability or retirement, participants with an account balance greater than \$5,000 may elect to receive either a lump sum amount equal to the value of the participant's account or installments over a period of time. Under the default automatic rollover provisions, distributions greater than \$1,000 but less than \$5,000 will be made to an Individual Retirement Account without participant consent if a participant does not make a different distribution election after receiving the required notification. Participants with a vested balance of \$1,000 or less will receive a lump sum payment upon termination.

## **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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### Notes To Financial Statements *(Continued)*

#### **In-Service Withdrawals**

Active participants who reach age 59½ may withdraw all or part of their vested accounts.

#### **Forfeited Accounts**

As of December 31, 2021 and 2020, forfeited accounts totaled \$66,558 and \$134,699, respectively. These accounts may be used to pay plan expenses or reduce discretionary employer matching and profit-sharing contributions. In 2021, employer matching contributions of \$102,484 were paid from forfeited accounts.

## **2. Summary Of Accounting Policies**

#### **Basis Of Accounting**

The financial statements of the Plan are prepared under the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

#### **Use Of Estimates**

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein. 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. The plan administrator determines the Plan's valuation policies utilizing information provided by the investment advisor and trustee. 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 as earned on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments purchased 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. No allowance for credit losses has been recorded as of December 31, 2021 and 2020. If a participant does not make loan repayments and the plan administrator considers the loan to be in default, the loan balance is reduced and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the plan agreement.

## **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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### Notes To Financial Statements (*Continued*)

#### **Payment Of Benefits**

Benefit payments to participants are recorded when paid.

#### **Administrative Expenses**

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

#### **Subsequent Events**

The Plan has evaluated subsequent events through October 13, 2022, the date the financial statements were available to be issued.

### **3. Certified Investments**

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2021 and 2020 and net appreciation in fair value of investments, interest and dividends and interest income on notes receivable from participants for the year ended December 31, 2021, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, the trustee of the Plan.

### **4. Fair Value Measurements**

The Plan's investments are reported at fair value in the financial statements. Inputs used to determine fair value refer broadly to the assumptions that market participants would use in pricing the asset or liability, including assumptions about risk. Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability based on market data obtained from sources independent of the reporting entity. Unobservable inputs are inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability based on the best information available.

A three-tier hierarchy categorizes the inputs as follows:

Level 1 – Quoted prices unadjusted in active markets for identical assets or liabilities that the Plan can access at the measurement date.

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

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### Notes To Financial Statements (*Continued*)

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. These include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the asset or liability and market-corroborated inputs.

Level 3 – Unobservable inputs for the asset or liability. In these situations, inputs are developed using the best information available in the circumstances.

In some cases, the inputs used to measure the fair value of an asset or a liability might be categorized within different levels of the fair value hierarchy. In those cases, the fair value measurement is categorized in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement. Assessing the significance of a particular input to the entire measurement requires judgment, taking into account factors specific to the asset or liability. The categorization within the hierarchy is based upon the pricing transparency of the asset or liability and does not necessarily correspond to our assessment of the quality, risk or liquidity profile of the asset or liability.

The 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. These funds held by the Plan are open-ended funds that are registered with the U.S. 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 and money market fund held by the Plan are deemed to be actively traded.

*Common/Collective Trust:* Valued at the NAV of units of the trust. The NAV is based on the fair value of the underlying investments held by the fund, less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the common/collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner. The common/ collective trust held by the Plan is deemed to be actively traded.

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

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

### Notes To Financial Statements (Continued)

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

|                                   | December 31, 2021    |             |             |                      |
|-----------------------------------|----------------------|-------------|-------------|----------------------|
|                                   | Level 1              | Level 2     | Level 3     | Total                |
| Money market fund                 | \$ 63,143            | \$ —        | \$ —        | \$ 63,143            |
| Mutual funds                      | 26,836,982           | —           | —           | 26,836,982           |
| Common/collective trust           | 703,319              | —           | —           | 703,319              |
| <b>Total Assets At Fair Value</b> | <b>\$ 27,603,444</b> | <b>\$ —</b> | <b>\$ —</b> | <b>\$ 27,603,444</b> |

|                                   | December 31, 2020    |             |             |                      |
|-----------------------------------|----------------------|-------------|-------------|----------------------|
|                                   | Level 1              | Level 2     | Level 3     | Total                |
| Money market fund                 | \$ 143,006           | \$ —        | \$ —        | \$ 143,006           |
| Mutual funds                      | 24,450,797           | —           | —           | 24,450,797           |
| Common/collective trust           | 781,009              | —           | —           | 781,009              |
| <b>Total Assets At Fair Value</b> | <b>\$ 25,374,812</b> | <b>\$ —</b> | <b>\$ —</b> | <b>\$ 25,374,812</b> |

### 5. Transfers Out Of Plan Assets

During 2021, the Employer sold its interest in the Indianola location to the minority owner. Effective January 1, 2021, the successor company created a new employee benefit plan to cover these employees. Effective February 26, 2021, the Plan transferred out the assets held by participants belonging to the Indianola location to the Deyarman Ford Indianola 401(k) Plan. The transfer of assets, totaling \$2,000,044, is presented as transfers out within the statement of changes in net assets available for benefits.

### 6. Related-Party And Party-In-Interest Transactions

Certain plan investments are shares of money market and mutual funds managed by Fidelity Management Trust Company, the trustee, as defined by the Plan. Therefore, these transactions qualify as party-in-interest transactions.

Notes receivable from participants given to parties-in-interest totaled \$294,938 and \$418,030 as of December 31, 2021 and 2020, respectively.

### 7. Plan Termination

Although it has not expressed any intent to do so, the Employer 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 would become 100% vested in their accounts.

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

### Notes To Financial Statements (Continued)

#### 8. Tax Status

The Employer has adopted a non-standardized pre-approved defined contribution plan sponsored by FMR LLC. The non-standardized pre-approved defined contribution plan has received a favorable opinion letter effective June 30, 2020 from the Internal Revenue Service regarding the non-standardized pre-approved defined contribution plan's qualified status. The Plan has been amended since receiving the opinion letter; however, the plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income tax has been included in the Plan's financial statements.

Management has determined that the Plan does not have any uncertain tax positions and associated unrecognized benefits that materially impact the financial statements and related disclosures.

#### 9. Risks And Uncertainties

The Plan invests in a variety of investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the statements of net assets available for benefits.

#### 10. Reconciliation Of Financial Statements To Schedule H Of Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500:

|                                                  | December 31,         |                      |
|--------------------------------------------------|----------------------|----------------------|
|                                                  | 2021                 | 2020                 |
| <b>Net Assets Available For Benefits Per The</b> |                      |                      |
| <b>Financial Statements</b>                      | <b>\$ 27,917,165</b> | <b>\$ 25,843,643</b> |
| Employer receivables                             | (2,172)              | —                    |
| Participant receivables                          | (16,611)             | (50,801)             |
| <b>Net Assets Available For Benefits</b>         |                      |                      |
| <b>Per Schedule H Of Form 5500</b>               | <b>\$ 27,898,382</b> | <b>\$ 25,792,842</b> |

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

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### Notes To Financial Statements (Continued)

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

|                                                    |                     |
|----------------------------------------------------|---------------------|
| <b>Change In Net Assets Available For Benefits</b> |                     |
| <b>Per The Financial Statements</b>                | <b>\$ 4,073,566</b> |
| 2021 employer receivables                          | (2,172)             |
| 2021 participant receivables                       | (16,611)            |
| 2020 participant receivables                       | 50,801              |
| <hr/>                                              |                     |
| <b>Change In Net Assets Available For Benefits</b> |                     |
| <b>Per Schedule H Of Form 5500</b>                 | <b>\$ 4,105,584</b> |
| <hr/>                                              |                     |

## **Supplemental Schedules**

# SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

## SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

EIN: 80-0014964

Plan Number: 001

December 31, 2021

|                                                             |                                                         |                                      |                                          |                                                                                                                        |
|-------------------------------------------------------------|---------------------------------------------------------|--------------------------------------|------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| Participant Contributions Transferred Late to Plan          | Total That Constitute Nonexempt Prohibited Transactions |                                      |                                          | Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51 |
| \$ 9,974                                                    | \$ 9,974                                                |                                      |                                          | N/A                                                                                                                    |
| Check Here if Late Participant Loan Repayments Are Included | Contributions Not Corrected**                           | Contributions Corrected Outside VFCP | Contributions Pending Correction in VFCP |                                                                                                                        |
|                                                             | \$ 4,168                                                | \$ 5,806                             | \$ —                                     |                                                                                                                        |

\*\* Represented 2020 participant contributions not yet corrected.

# SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

## SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS HELD

EIN: 80-0014964

Plan Number: 001

December 31, 2021

| (a)                            | (b)                                                     | (c)                                                                                                            | (e)              |
|--------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|------------------|
|                                | Identity Of Issue, Borrower,<br>Lessor Or Similar Party | Description Of Investments,<br>Including Maturity Date, Rate Of Interest,<br>Collateral, Par Or Maturity Value | Current<br>Value |
| <b>Money Market Fund</b>       |                                                         |                                                                                                                |                  |
| *                              | Fidelity Management Trust Company                       | Government Money Market Portfolio                                                                              | \$ 63,143        |
| <b>Mutual Funds</b>            |                                                         |                                                                                                                |                  |
|                                | Alliance Bernstein                                      | Small Cap Growth Fund Advisor Class                                                                            | 393,200          |
|                                | American Century                                        | Mid Cap Value Fund Class A                                                                                     | 263,508          |
|                                | BNY Mellon                                              | Institutional S&P 500 Stock Index I Fund                                                                       | 1,690,060        |
|                                | Columbia Acorn                                          | Dividend Income Fund Class A                                                                                   | 515,358          |
|                                | Columbia Acorn                                          | Mid Cap Index Fund I2                                                                                          | 240,185          |
|                                | Columbia Acorn                                          | Small Cap Index Fund I2                                                                                        | 82,518           |
|                                | Eaton Vance                                             | Income Fund Of Boston Class A                                                                                  | 226,283          |
| *                              | Fidelity Management Trust Company                       | Asset Manager 30% Fund Class A                                                                                 | 32,875           |
| *                              | Fidelity Management Trust Company                       | Asset Manager 40% Fund Class A                                                                                 | 471,885          |
| *                              | Fidelity Management Trust Company                       | Asset Manager 60% Fund Class A                                                                                 | 1,756,239        |
| *                              | Fidelity Management Trust Company                       | Asset Manager 70% Fund Class A                                                                                 | 7,189,227        |
| *                              | Fidelity Management Trust Company                       | Asset Manager 85% Fund Class A                                                                                 | 5,571,006        |
| *                              | Fidelity Management Trust Company                       | Freedom 2005 Fund Class I                                                                                      | 766              |
| *                              | Fidelity Management Trust Company                       | Freedom 2010 Fund Class I                                                                                      | 14,497           |
| *                              | Fidelity Management Trust Company                       | Freedom 2015 Fund Class I                                                                                      | 48,235           |
| *                              | Fidelity Management Trust Company                       | Freedom 2020 Fund Class I                                                                                      | 140,641          |
| *                              | Fidelity Management Trust Company                       | Freedom 2025 Fund Class I                                                                                      | 739,114          |
| *                              | Fidelity Management Trust Company                       | Freedom 2030 Fund Class I                                                                                      | 375,616          |
| *                              | Fidelity Management Trust Company                       | Freedom 2035 Fund Class I                                                                                      | 828,737          |
| *                              | Fidelity Management Trust Company                       | Freedom 2040 Fund Class I                                                                                      | 584,408          |
| *                              | Fidelity Management Trust Company                       | Freedom 2045 Fund Class I                                                                                      | 741,959          |
| *                              | Fidelity Management Trust Company                       | Freedom 2050 Fund Class I                                                                                      | 568,949          |
| *                              | Fidelity Management Trust Company                       | Freedom 2055 Fund Class I                                                                                      | 770,671          |
| *                              | Fidelity Management Trust Company                       | Freedom 2060 Fund Class I                                                                                      | 648,848          |
| *                              | Fidelity Management Trust Company                       | Freedom 2065 Fund Class I                                                                                      | 75,025           |
| *                              | Fidelity Management Trust Company                       | Freedom Income Fund Class I                                                                                    | 24,816           |
| *                              | Fidelity Management Trust Company                       | Government Income Fund Class I                                                                                 | 124              |
| *                              | Fidelity Management Trust Company                       | Small Cap Value Fund Class I                                                                                   | 236,934          |
| *                              | Fidelity Management Trust Company                       | Strategic Income Fund Class A                                                                                  | 174,200          |
|                                | Franklin Templeton Investments                          | Income Fund Class A                                                                                            | 446,287          |
|                                | Harbor Capital                                          | Appreciation Fund Institutional Class                                                                          | 897,989          |
|                                | Invesco                                                 | Developing Markets Fund Class A                                                                                | 131,891          |
|                                | Janus Henderson                                         | Enterprise Fund Class T                                                                                        | 293,429          |
|                                | MFS Investment Management                               | International Intrinsic Value Fund R3                                                                          | 332,319          |
|                                | Putnam Investments                                      | Large Cap Value Fund Class A                                                                                   | 40,224           |
|                                | T. Rowe Price                                           | International Discovery Fund                                                                                   | 263,100          |
|                                | Western Asset                                           | Core Bond Fund Class A                                                                                         | 25,859           |
|                                |                                                         |                                                                                                                | 26,836,982       |
| <b>Common/Collective Trust</b> |                                                         |                                                                                                                |                  |
|                                | Wells Fargo Bank, N.A.                                  | Stable Value Fund M                                                                                            | 703,319          |
| <b>Plan Participants</b>       |                                                         |                                                                                                                |                  |
| *                              | Participant notes receivable                            | Interest rates ranging from 4.25% to 6.50%,<br>due at various dates through January 2027                       | 294,938          |
|                                |                                                         |                                                                                                                | \$ 27,898,382    |

\* Represents a party-in-interest

Note: Column (d) is not applicable and has been omitted from this schedule.



**SHOTTENKIRK 401(K)  
RETIREMENT SAVINGS PLAN  
FINANCIAL STATEMENTS  
DECEMBER 31, 2021**

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HONKAMP KRUEGER & CO, P.C.

*CPAs & Business Consultants*

## **Independent Auditors' Report**

To the Plan Administrator  
Shottenkirk 401(k) Retirement Savings Plan  
Fort Madison, Iowa

### ***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 Shottenkirk 401(k) Retirement Savings 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, 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 Auditors' 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 (U.S. GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities For The Audit Of The 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our 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 for one year after the date that the financial statements are available to be issued.

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

### ***Auditors' Responsibilities For The Audit Of The 2021 Financial Statements***

Except as described in the Scope And Nature Of The ERISA Section 103(a)(3)(C) Audit Of The 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with U.S. 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 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 U.S. 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 Matter – 2021 Supplemental Schedules Required By ERISA***

The supplemental schedules of 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 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 U.S. GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the 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).

***Other Matter – Auditors' 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 11, 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.

**HONKAMP KRUEGER & CO., P.C.**

*Honkamp Krueger & Co., P.C.*

Dubuque, Iowa  
October 13, 2022

# SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

## STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

|                                          | December 31,         |                      |
|------------------------------------------|----------------------|----------------------|
|                                          | 2021                 | 2020                 |
| <b>Assets</b>                            |                      |                      |
| Investments, At Fair Value               | \$ 27,603,444        | \$ 25,374,812        |
| <b>Receivables</b>                       |                      |                      |
| Participant                              | 16,611               | 50,801               |
| Employer                                 | 2,172                | —                    |
| Notes receivable from participants       | 294,938              | 418,030              |
| <b>Total Receivables</b>                 | <b>313,721</b>       | <b>468,831</b>       |
| <b>Net Assets Available For Benefits</b> | <b>\$ 27,917,165</b> | <b>\$ 25,843,643</b> |

# **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

## **STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS For The Year Ended December 31, 2021**

|                                                              |                      |
|--------------------------------------------------------------|----------------------|
| <b>Additions To Net Assets Attributed To:</b>                |                      |
| <b>Investment Income</b>                                     |                      |
| Net appreciation in fair value of investments                | \$ 1,979,229         |
| Interest and dividends                                       | 1,491,350            |
| <b>Total Investment Income</b>                               | <b>3,470,579</b>     |
| <br>                                                         |                      |
| <b>Interest Income On Notes Receivable From Participants</b> | <b>18,003</b>        |
| <br>                                                         |                      |
| <b>Contributions</b>                                         |                      |
| Participant                                                  | 2,778,841            |
| Employer                                                     | 281,999              |
| Rollover                                                     | 454,875              |
| <b>Total Contributions</b>                                   | <b>3,515,715</b>     |
| <br>                                                         |                      |
| <b>Total Additions</b>                                       | <b>7,004,297</b>     |
| <br>                                                         |                      |
| <b>Deductions From Net Assets Attributed To:</b>             |                      |
| Benefits paid to or on behalf of participants                | 2,927,431            |
| Administrative expenses                                      | 3,300                |
| <b>Total Deductions</b>                                      | <b>2,930,731</b>     |
| <br>                                                         |                      |
| <b>Change In Net Assets Available For Benefits</b>           | <b>4,073,566</b>     |
| <br>                                                         |                      |
| <b>Transfers Out</b>                                         | <b>2,000,044</b>     |
| <br>                                                         |                      |
| <b>Net Assets Available For Benefits – Beginning Of Year</b> | <b>25,843,643</b>    |
| <br>                                                         |                      |
| <b>Net Assets Available For Benefits – End Of Year</b>       | <b>\$ 27,917,165</b> |

# **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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## **NOTES TO FINANCIAL STATEMENTS**

### **1. Description Of The Plan**

The following description of the Shottenkirk 401(k) Retirement Savings Plan (the Plan) is provided for general information purposes only. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

#### **General**

The Plan is a defined contribution 401(k) plan that covers substantially all employees of Shottenkirk Automotive Group, Inc. and related participating employers (collectively, the Employer), who have worked for the Employer for at least one year, completed 1,000 hours of service and are age 21 or older. Excluded employees include contract drivers, non-resident aliens, leased employees and reclassified employees. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

#### **Contributions**

Once eligible, participants are automatically enrolled in the Plan with a pre-tax deferral amount of 5% of eligible compensation unless the participant elects otherwise or an affirmative election not to participate in the Plan is made.

Participants may contribute up to 100% of eligible compensation in the form of pre-tax or after-tax (ROTH) contributions not to exceed Internal Revenue Code (IRC) limits. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

Under the provisions of the Plan, the Employer has the option to make discretionary matching contributions equal to a percentage of eligible participants' elective deferral contributions. Participants are eligible for the discretionary matching contributions upon becoming eligible to make elective deferral contributions. The Employer elected to make matching contributions equal to 20% of each participant's deferral contributions limited to 5% of the participant's eligible compensation for the year ended December 31, 2021.

Under the provisions of the Plan, the Employer has the option to make discretionary profit-sharing contributions. Participants are eligible for discretionary profit-sharing contributions upon completing 1,000 hours of service during the plan year and being employed by the Employer on the last day of the plan year. The Employer did not make any discretionary profit-sharing contributions to the Plan for the year ended December 31, 2021.

## **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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### **Notes To Financial Statements (*Continued*)**

#### **Participant Accounts**

Each participant's account is credited with the participant's contributions and employer discretionary matching and profit-sharing contributions as well as allocations of the Plan's earnings and expenses. Allocations are based on the participant's eligible compensation, the value of the account balances, an equal dollar amount based on the number of participants in the Plan or specific participant transactions, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

#### **Notes Receivable From Participants**

Participants may borrow from their account a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 reduced by the participant's highest outstanding loan balance during the preceding 12 months or 50% of their vested account balance. The number of outstanding loans for any participant at any one time is limited to one. The loans are secured by the participant's vested account balance and bear interest at a rate commensurate with local prevailing rates. Loan terms may not exceed five years, except for a loan for the purchase of a principal residence. Principal and interest are paid ratably through payroll deductions or directly by the participant.

#### **Vesting**

Participants are immediately vested in their rollover and voluntary contributions plus actual earnings thereon. Vesting in the remainder of their account is based on a rate of 20% for each year of credited service beginning in the second year of service. Participants are fully vested after six years of credited service or upon death, disability or the attainment of normal retirement age of 65.

#### **Hardship Withdrawals**

Participants may elect to withdraw all or a portion of their vested account balances if they incur a financial hardship. Hardship withdrawals are subject to the terms of the plan agreement and provisions of the IRC.

#### **Payment Of Benefits**

Upon termination of service due to death, disability or retirement, participants with an account balance greater than \$5,000 may elect to receive either a lump sum amount equal to the value of the participant's account or installments over a period of time. Under the default automatic rollover provisions, distributions greater than \$1,000 but less than \$5,000 will be made to an Individual Retirement Account without participant consent if a participant does not make a different distribution election after receiving the required notification. Participants with a vested balance of \$1,000 or less will receive a lump sum payment upon termination.

## **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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### Notes To Financial Statements *(Continued)*

#### **In-Service Withdrawals**

Active participants who reach age 59½ may withdraw all or part of their vested accounts.

#### **Forfeited Accounts**

As of December 31, 2021 and 2020, forfeited accounts totaled \$66,558 and \$134,699, respectively. These accounts may be used to pay plan expenses or reduce discretionary employer matching and profit-sharing contributions. In 2021, employer matching contributions of \$102,484 were paid from forfeited accounts.

## **2. Summary Of Accounting Policies**

#### **Basis Of Accounting**

The financial statements of the Plan are prepared under the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

#### **Use Of Estimates**

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein. 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. The plan administrator determines the Plan's valuation policies utilizing information provided by the investment advisor and trustee. 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 as earned on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments purchased 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. No allowance for credit losses has been recorded as of December 31, 2021 and 2020. If a participant does not make loan repayments and the plan administrator considers the loan to be in default, the loan balance is reduced and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the plan agreement.

## **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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### Notes To Financial Statements (*Continued*)

#### **Payment Of Benefits**

Benefit payments to participants are recorded when paid.

#### **Administrative Expenses**

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

#### **Subsequent Events**

The Plan has evaluated subsequent events through October 13, 2022, the date the financial statements were available to be issued.

### **3. Certified Investments**

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2021 and 2020 and net appreciation in fair value of investments, interest and dividends and interest income on notes receivable from participants for the year ended December 31, 2021, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, the trustee of the Plan.

### **4. Fair Value Measurements**

The Plan's investments are reported at fair value in the financial statements. Inputs used to determine fair value refer broadly to the assumptions that market participants would use in pricing the asset or liability, including assumptions about risk. Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability based on market data obtained from sources independent of the reporting entity. Unobservable inputs are inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability based on the best information available.

A three-tier hierarchy categorizes the inputs as follows:

Level 1 – Quoted prices unadjusted in active markets for identical assets or liabilities that the Plan can access at the measurement date.

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

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### Notes To Financial Statements (*Continued*)

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. These include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the asset or liability and market-corroborated inputs.

Level 3 – Unobservable inputs for the asset or liability. In these situations, inputs are developed using the best information available in the circumstances.

In some cases, the inputs used to measure the fair value of an asset or a liability might be categorized within different levels of the fair value hierarchy. In those cases, the fair value measurement is categorized in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement. Assessing the significance of a particular input to the entire measurement requires judgment, taking into account factors specific to the asset or liability. The categorization within the hierarchy is based upon the pricing transparency of the asset or liability and does not necessarily correspond to our assessment of the quality, risk or liquidity profile of the asset or liability.

The 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. These funds held by the Plan are open-ended funds that are registered with the U.S. 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 and money market fund held by the Plan are deemed to be actively traded.

*Common/Collective Trust:* Valued at the NAV of units of the trust. The NAV is based on the fair value of the underlying investments held by the fund, less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the common/collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner. The common/ collective trust held by the Plan is deemed to be actively traded.

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

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

### Notes To Financial Statements (Continued)

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

|                                   | December 31, 2021    |             |             |                      |
|-----------------------------------|----------------------|-------------|-------------|----------------------|
|                                   | Level 1              | Level 2     | Level 3     | Total                |
| Money market fund                 | \$ 63,143            | \$ —        | \$ —        | \$ 63,143            |
| Mutual funds                      | 26,836,982           | —           | —           | 26,836,982           |
| Common/collective trust           | 703,319              | —           | —           | 703,319              |
| <b>Total Assets At Fair Value</b> | <b>\$ 27,603,444</b> | <b>\$ —</b> | <b>\$ —</b> | <b>\$ 27,603,444</b> |

|                                   | December 31, 2020    |             |             |                      |
|-----------------------------------|----------------------|-------------|-------------|----------------------|
|                                   | Level 1              | Level 2     | Level 3     | Total                |
| Money market fund                 | \$ 143,006           | \$ —        | \$ —        | \$ 143,006           |
| Mutual funds                      | 24,450,797           | —           | —           | 24,450,797           |
| Common/collective trust           | 781,009              | —           | —           | 781,009              |
| <b>Total Assets At Fair Value</b> | <b>\$ 25,374,812</b> | <b>\$ —</b> | <b>\$ —</b> | <b>\$ 25,374,812</b> |

### 5. Transfers Out Of Plan Assets

During 2021, the Employer sold its interest in the Indianola location to the minority owner. Effective January 1, 2021, the successor company created a new employee benefit plan to cover these employees. Effective February 26, 2021, the Plan transferred out the assets held by participants belonging to the Indianola location to the Deyarman Ford Indianola 401(k) Plan. The transfer of assets, totaling \$2,000,044, is presented as transfers out within the statement of changes in net assets available for benefits.

### 6. Related-Party And Party-In-Interest Transactions

Certain plan investments are shares of money market and mutual funds managed by Fidelity Management Trust Company, the trustee, as defined by the Plan. Therefore, these transactions qualify as party-in-interest transactions.

Notes receivable from participants given to parties-in-interest totaled \$294,938 and \$418,030 as of December 31, 2021 and 2020, respectively.

### 7. Plan Termination

Although it has not expressed any intent to do so, the Employer 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 would become 100% vested in their accounts.

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

### Notes To Financial Statements (Continued)

#### 8. Tax Status

The Employer has adopted a non-standardized pre-approved defined contribution plan sponsored by FMR LLC. The non-standardized pre-approved defined contribution plan has received a favorable opinion letter effective June 30, 2020 from the Internal Revenue Service regarding the non-standardized pre-approved defined contribution plan's qualified status. The Plan has been amended since receiving the opinion letter; however, the plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income tax has been included in the Plan's financial statements.

Management has determined that the Plan does not have any uncertain tax positions and associated unrecognized benefits that materially impact the financial statements and related disclosures.

#### 9. Risks And Uncertainties

The Plan invests in a variety of investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the statements of net assets available for benefits.

#### 10. Reconciliation Of Financial Statements To Schedule H Of Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500:

|                                                  | December 31,         |                      |
|--------------------------------------------------|----------------------|----------------------|
|                                                  | 2021                 | 2020                 |
| <b>Net Assets Available For Benefits Per The</b> |                      |                      |
| <b>Financial Statements</b>                      | <b>\$ 27,917,165</b> | <b>\$ 25,843,643</b> |
| Employer receivables                             | (2,172)              | —                    |
| Participant receivables                          | (16,611)             | (50,801)             |
| <b>Net Assets Available For Benefits</b>         |                      |                      |
| <b>Per Schedule H Of Form 5500</b>               | <b>\$ 27,898,382</b> | <b>\$ 25,792,842</b> |

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

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### Notes To Financial Statements *(Continued)*

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

|                                                    |                     |
|----------------------------------------------------|---------------------|
| <b>Change In Net Assets Available For Benefits</b> |                     |
| <b>Per The Financial Statements</b>                | <b>\$ 4,073,566</b> |
| 2021 employer receivables                          | (2,172)             |
| 2021 participant receivables                       | (16,611)            |
| 2020 participant receivables                       | 50,801              |
| <hr/>                                              |                     |
| <b>Change In Net Assets Available For Benefits</b> |                     |
| <b>Per Schedule H Of Form 5500</b>                 | <b>\$ 4,105,584</b> |
| <hr/>                                              |                     |

## **Supplemental Schedules**

# SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

## SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

EIN: 80-0014964

Plan Number: 001

December 31, 2021

|                                                             |                                                         |                                      |                                          |                                                                                                                        |
|-------------------------------------------------------------|---------------------------------------------------------|--------------------------------------|------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| Participant Contributions Transferred Late to Plan          | Total That Constitute Nonexempt Prohibited Transactions |                                      |                                          | Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51 |
| \$ 9,974                                                    | \$ 9,974                                                |                                      |                                          | N/A                                                                                                                    |
| Check Here if Late Participant Loan Repayments Are Included | Contributions Not Corrected**                           | Contributions Corrected Outside VFCP | Contributions Pending Correction in VFCP |                                                                                                                        |
|                                                             | \$ 4,168                                                | \$ 5,806                             | \$ —                                     |                                                                                                                        |

\*\* Represented 2020 participant contributions not yet corrected.

# SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

## SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS HELD

EIN: 80-0014964

Plan Number: 001

December 31, 2021

| (a)                            | (b)                                                     | (c)                                                                                                            | (e)              |
|--------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|------------------|
|                                | Identity Of Issue, Borrower,<br>Lessor Or Similar Party | Description Of Investments,<br>Including Maturity Date, Rate Of Interest,<br>Collateral, Par Or Maturity Value | Current<br>Value |
| <b>Money Market Fund</b>       |                                                         |                                                                                                                |                  |
| *                              | Fidelity Management Trust Company                       | Government Money Market Portfolio                                                                              | \$ 63,143        |
| <b>Mutual Funds</b>            |                                                         |                                                                                                                |                  |
|                                | Alliance Bernstein                                      | Small Cap Growth Fund Advisor Class                                                                            | 393,200          |
|                                | American Century                                        | Mid Cap Value Fund Class A                                                                                     | 263,508          |
|                                | BNY Mellon                                              | Institutional S&P 500 Stock Index I Fund                                                                       | 1,690,060        |
|                                | Columbia Acorn                                          | Dividend Income Fund Class A                                                                                   | 515,358          |
|                                | Columbia Acorn                                          | Mid Cap Index Fund I2                                                                                          | 240,185          |
|                                | Columbia Acorn                                          | Small Cap Index Fund I2                                                                                        | 82,518           |
|                                | Eaton Vance                                             | Income Fund Of Boston Class A                                                                                  | 226,283          |
| *                              | Fidelity Management Trust Company                       | Asset Manager 30% Fund Class A                                                                                 | 32,875           |
| *                              | Fidelity Management Trust Company                       | Asset Manager 40% Fund Class A                                                                                 | 471,885          |
| *                              | Fidelity Management Trust Company                       | Asset Manager 60% Fund Class A                                                                                 | 1,756,239        |
| *                              | Fidelity Management Trust Company                       | Asset Manager 70% Fund Class A                                                                                 | 7,189,227        |
| *                              | Fidelity Management Trust Company                       | Asset Manager 85% Fund Class A                                                                                 | 5,571,006        |
| *                              | Fidelity Management Trust Company                       | Freedom 2005 Fund Class I                                                                                      | 766              |
| *                              | Fidelity Management Trust Company                       | Freedom 2010 Fund Class I                                                                                      | 14,497           |
| *                              | Fidelity Management Trust Company                       | Freedom 2015 Fund Class I                                                                                      | 48,235           |
| *                              | Fidelity Management Trust Company                       | Freedom 2020 Fund Class I                                                                                      | 140,641          |
| *                              | Fidelity Management Trust Company                       | Freedom 2025 Fund Class I                                                                                      | 739,114          |
| *                              | Fidelity Management Trust Company                       | Freedom 2030 Fund Class I                                                                                      | 375,616          |
| *                              | Fidelity Management Trust Company                       | Freedom 2035 Fund Class I                                                                                      | 828,737          |
| *                              | Fidelity Management Trust Company                       | Freedom 2040 Fund Class I                                                                                      | 584,408          |
| *                              | Fidelity Management Trust Company                       | Freedom 2045 Fund Class I                                                                                      | 741,959          |
| *                              | Fidelity Management Trust Company                       | Freedom 2050 Fund Class I                                                                                      | 568,949          |
| *                              | Fidelity Management Trust Company                       | Freedom 2055 Fund Class I                                                                                      | 770,671          |
| *                              | Fidelity Management Trust Company                       | Freedom 2060 Fund Class I                                                                                      | 648,848          |
| *                              | Fidelity Management Trust Company                       | Freedom 2065 Fund Class I                                                                                      | 75,025           |
| *                              | Fidelity Management Trust Company                       | Freedom Income Fund Class I                                                                                    | 24,816           |
| *                              | Fidelity Management Trust Company                       | Government Income Fund Class I                                                                                 | 124              |
| *                              | Fidelity Management Trust Company                       | Small Cap Value Fund Class I                                                                                   | 236,934          |
| *                              | Fidelity Management Trust Company                       | Strategic Income Fund Class A                                                                                  | 174,200          |
|                                | Franklin Templeton Investments                          | Income Fund Class A                                                                                            | 446,287          |
|                                | Harbor Capital                                          | Appreciation Fund Institutional Class                                                                          | 897,989          |
|                                | Invesco                                                 | Developing Markets Fund Class A                                                                                | 131,891          |
|                                | Janus Henderson                                         | Enterprise Fund Class T                                                                                        | 293,429          |
|                                | MFS Investment Management                               | International Intrinsic Value Fund R3                                                                          | 332,319          |
|                                | Putnam Investments                                      | Large Cap Value Fund Class A                                                                                   | 40,224           |
|                                | T. Rowe Price                                           | International Discovery Fund                                                                                   | 263,100          |
|                                | Western Asset                                           | Core Bond Fund Class A                                                                                         | 25,859           |
|                                |                                                         |                                                                                                                | 26,836,982       |
| <b>Common/Collective Trust</b> |                                                         |                                                                                                                |                  |
|                                | Wells Fargo Bank, N.A.                                  | Stable Value Fund M                                                                                            | 703,319          |
| <b>Plan Participants</b>       |                                                         |                                                                                                                |                  |
| *                              | Participant notes receivable                            | Interest rates ranging from 4.25% to 6.50%,<br>due at various dates through January 2027                       | 294,938          |
|                                |                                                         |                                                                                                                | \$ 27,898,382    |

\* Represents a party-in-interest

Note: Column (d) is not applicable and has been omitted from this schedule.



**SHOTTENKIRK 401(K)**  
**RETIREMENT SAVINGS PLAN**  
**FINANCIAL STATEMENTS**  
**DECEMBER 31, 2021**

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HONKAMP KRUEGER & CO, P.C.

*CPAs & Business Consultants*

## **Independent Auditors' Report**

To the Plan Administrator  
Shottenkirk 401(k) Retirement Savings Plan  
Fort Madison, Iowa

### ***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 Shottenkirk 401(k) Retirement Savings 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, 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 Auditors' 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 (U.S. GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities For The Audit Of The 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our 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 for one year after the date that the financial statements are available to be issued.

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

### ***Auditors' Responsibilities For The Audit Of The 2021 Financial Statements***

Except as described in the Scope And Nature Of The ERISA Section 103(a)(3)(C) Audit Of The 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with U.S. 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 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 U.S. 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 Matter – 2021 Supplemental Schedules Required By ERISA***

The supplemental schedules of 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 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 U.S. GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the 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).

***Other Matter – Auditors' 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 11, 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.

**HONKAMP KRUEGER & CO., P.C.**

*Honkamp Krueger & Co., P.C.*

Dubuque, Iowa  
October 13, 2022

# SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

## STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

|                                          | December 31,         |                      |
|------------------------------------------|----------------------|----------------------|
|                                          | 2021                 | 2020                 |
| <b>Assets</b>                            |                      |                      |
| Investments, At Fair Value               | \$ 27,603,444        | \$ 25,374,812        |
| <b>Receivables</b>                       |                      |                      |
| Participant                              | 16,611               | 50,801               |
| Employer                                 | 2,172                | —                    |
| Notes receivable from participants       | 294,938              | 418,030              |
| <b>Total Receivables</b>                 | <b>313,721</b>       | <b>468,831</b>       |
| <b>Net Assets Available For Benefits</b> | <b>\$ 27,917,165</b> | <b>\$ 25,843,643</b> |

# SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

## STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS For The Year Ended December 31, 2021

|                                                                  |                          |
|------------------------------------------------------------------|--------------------------|
| <b>Additions To Net Assets Attributed To:</b>                    |                          |
| <b>Investment Income</b>                                         |                          |
| Net appreciation in fair value of investments                    | \$ 1,979,229             |
| Interest and dividends                                           | 1,491,350                |
| <b>Total Investment Income</b>                                   | <b>3,470,579</b>         |
| <br><b>Interest Income On Notes Receivable From Participants</b> | <br><b>18,003</b>        |
| <br><b>Contributions</b>                                         |                          |
| Participant                                                      | 2,778,841                |
| Employer                                                         | 281,999                  |
| Rollover                                                         | 454,875                  |
| <b>Total Contributions</b>                                       | <b>3,515,715</b>         |
| <br><b>Total Additions</b>                                       | <br><b>7,004,297</b>     |
| <br><b>Deductions From Net Assets Attributed To:</b>             |                          |
| Benefits paid to or on behalf of participants                    | 2,927,431                |
| Administrative expenses                                          | 3,300                    |
| <b>Total Deductions</b>                                          | <b>2,930,731</b>         |
| <br><b>Change In Net Assets Available For Benefits</b>           | <br><b>4,073,566</b>     |
| <br><b>Transfers Out</b>                                         | <br><b>2,000,044</b>     |
| <br><b>Net Assets Available For Benefits – Beginning Of Year</b> | <br><b>25,843,643</b>    |
| <br><b>Net Assets Available For Benefits – End Of Year</b>       | <br><b>\$ 27,917,165</b> |

# **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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## **NOTES TO FINANCIAL STATEMENTS**

### **1. Description Of The Plan**

The following description of the Shottenkirk 401(k) Retirement Savings Plan (the Plan) is provided for general information purposes only. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

#### **General**

The Plan is a defined contribution 401(k) plan that covers substantially all employees of Shottenkirk Automotive Group, Inc. and related participating employers (collectively, the Employer), who have worked for the Employer for at least one year, completed 1,000 hours of service and are age 21 or older. Excluded employees include contract drivers, non-resident aliens, leased employees and reclassified employees. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

#### **Contributions**

Once eligible, participants are automatically enrolled in the Plan with a pre-tax deferral amount of 5% of eligible compensation unless the participant elects otherwise or an affirmative election not to participate in the Plan is made.

Participants may contribute up to 100% of eligible compensation in the form of pre-tax or after-tax (ROTH) contributions not to exceed Internal Revenue Code (IRC) limits. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

Under the provisions of the Plan, the Employer has the option to make discretionary matching contributions equal to a percentage of eligible participants' elective deferral contributions. Participants are eligible for the discretionary matching contributions upon becoming eligible to make elective deferral contributions. The Employer elected to make matching contributions equal to 20% of each participant's deferral contributions limited to 5% of the participant's eligible compensation for the year ended December 31, 2021.

Under the provisions of the Plan, the Employer has the option to make discretionary profit-sharing contributions. Participants are eligible for discretionary profit-sharing contributions upon completing 1,000 hours of service during the plan year and being employed by the Employer on the last day of the plan year. The Employer did not make any discretionary profit-sharing contributions to the Plan for the year ended December 31, 2021.

## **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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### **Notes To Financial Statements (*Continued*)**

#### **Participant Accounts**

Each participant's account is credited with the participant's contributions and employer discretionary matching and profit-sharing contributions as well as allocations of the Plan's earnings and expenses. Allocations are based on the participant's eligible compensation, the value of the account balances, an equal dollar amount based on the number of participants in the Plan or specific participant transactions, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

#### **Notes Receivable From Participants**

Participants may borrow from their account a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 reduced by the participant's highest outstanding loan balance during the preceding 12 months or 50% of their vested account balance. The number of outstanding loans for any participant at any one time is limited to one. The loans are secured by the participant's vested account balance and bear interest at a rate commensurate with local prevailing rates. Loan terms may not exceed five years, except for a loan for the purchase of a principal residence. Principal and interest are paid ratably through payroll deductions or directly by the participant.

#### **Vesting**

Participants are immediately vested in their rollover and voluntary contributions plus actual earnings thereon. Vesting in the remainder of their account is based on a rate of 20% for each year of credited service beginning in the second year of service. Participants are fully vested after six years of credited service or upon death, disability or the attainment of normal retirement age of 65.

#### **Hardship Withdrawals**

Participants may elect to withdraw all or a portion of their vested account balances if they incur a financial hardship. Hardship withdrawals are subject to the terms of the plan agreement and provisions of the IRC.

#### **Payment Of Benefits**

Upon termination of service due to death, disability or retirement, participants with an account balance greater than \$5,000 may elect to receive either a lump sum amount equal to the value of the participant's account or installments over a period of time. Under the default automatic rollover provisions, distributions greater than \$1,000 but less than \$5,000 will be made to an Individual Retirement Account without participant consent if a participant does not make a different distribution election after receiving the required notification. Participants with a vested balance of \$1,000 or less will receive a lump sum payment upon termination.

## **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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### Notes To Financial Statements *(Continued)*

#### **In-Service Withdrawals**

Active participants who reach age 59½ may withdraw all or part of their vested accounts.

#### **Forfeited Accounts**

As of December 31, 2021 and 2020, forfeited accounts totaled \$66,558 and \$134,699, respectively. These accounts may be used to pay plan expenses or reduce discretionary employer matching and profit-sharing contributions. In 2021, employer matching contributions of \$102,484 were paid from forfeited accounts.

## **2. Summary Of Accounting Policies**

#### **Basis Of Accounting**

The financial statements of the Plan are prepared under the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

#### **Use Of Estimates**

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein. 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. The plan administrator determines the Plan's valuation policies utilizing information provided by the investment advisor and trustee. 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 as earned on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments purchased 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. No allowance for credit losses has been recorded as of December 31, 2021 and 2020. If a participant does not make loan repayments and the plan administrator considers the loan to be in default, the loan balance is reduced and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the plan agreement.

## **SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN**

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### Notes To Financial Statements (*Continued*)

#### **Payment Of Benefits**

Benefit payments to participants are recorded when paid.

#### **Administrative Expenses**

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

#### **Subsequent Events**

The Plan has evaluated subsequent events through October 13, 2022, the date the financial statements were available to be issued.

### **3. Certified Investments**

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2021 and 2020 and net appreciation in fair value of investments, interest and dividends and interest income on notes receivable from participants for the year ended December 31, 2021, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, the trustee of the Plan.

### **4. Fair Value Measurements**

The Plan's investments are reported at fair value in the financial statements. Inputs used to determine fair value refer broadly to the assumptions that market participants would use in pricing the asset or liability, including assumptions about risk. Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability based on market data obtained from sources independent of the reporting entity. Unobservable inputs are inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability based on the best information available.

A three-tier hierarchy categorizes the inputs as follows:

Level 1 – Quoted prices unadjusted in active markets for identical assets or liabilities that the Plan can access at the measurement date.

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

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### Notes To Financial Statements (*Continued*)

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. These include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the asset or liability and market-corroborated inputs.

Level 3 – Unobservable inputs for the asset or liability. In these situations, inputs are developed using the best information available in the circumstances.

In some cases, the inputs used to measure the fair value of an asset or a liability might be categorized within different levels of the fair value hierarchy. In those cases, the fair value measurement is categorized in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement. Assessing the significance of a particular input to the entire measurement requires judgment, taking into account factors specific to the asset or liability. The categorization within the hierarchy is based upon the pricing transparency of the asset or liability and does not necessarily correspond to our assessment of the quality, risk or liquidity profile of the asset or liability.

The 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. These funds held by the Plan are open-ended funds that are registered with the U.S. 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 and money market fund held by the Plan are deemed to be actively traded.

*Common/Collective Trust:* Valued at the NAV of units of the trust. The NAV is based on the fair value of the underlying investments held by the fund, less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the common/collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner. The common/ collective trust held by the Plan is deemed to be actively traded.

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

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

### Notes To Financial Statements (Continued)

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

|                                   | December 31, 2021    |             |             |                      |
|-----------------------------------|----------------------|-------------|-------------|----------------------|
|                                   | Level 1              | Level 2     | Level 3     | Total                |
| Money market fund                 | \$ 63,143            | \$ —        | \$ —        | \$ 63,143            |
| Mutual funds                      | 26,836,982           | —           | —           | 26,836,982           |
| Common/collective trust           | 703,319              | —           | —           | 703,319              |
| <b>Total Assets At Fair Value</b> | <b>\$ 27,603,444</b> | <b>\$ —</b> | <b>\$ —</b> | <b>\$ 27,603,444</b> |

|                                   | December 31, 2020    |             |             |                      |
|-----------------------------------|----------------------|-------------|-------------|----------------------|
|                                   | Level 1              | Level 2     | Level 3     | Total                |
| Money market fund                 | \$ 143,006           | \$ —        | \$ —        | \$ 143,006           |
| Mutual funds                      | 24,450,797           | —           | —           | 24,450,797           |
| Common/collective trust           | 781,009              | —           | —           | 781,009              |
| <b>Total Assets At Fair Value</b> | <b>\$ 25,374,812</b> | <b>\$ —</b> | <b>\$ —</b> | <b>\$ 25,374,812</b> |

### 5. Transfers Out Of Plan Assets

During 2021, the Employer sold its interest in the Indianola location to the minority owner. Effective January 1, 2021, the successor company created a new employee benefit plan to cover these employees. Effective February 26, 2021, the Plan transferred out the assets held by participants belonging to the Indianola location to the Deyarman Ford Indianola 401(k) Plan. The transfer of assets, totaling \$2,000,044, is presented as transfers out within the statement of changes in net assets available for benefits.

### 6. Related-Party And Party-In-Interest Transactions

Certain plan investments are shares of money market and mutual funds managed by Fidelity Management Trust Company, the trustee, as defined by the Plan. Therefore, these transactions qualify as party-in-interest transactions.

Notes receivable from participants given to parties-in-interest totaled \$294,938 and \$418,030 as of December 31, 2021 and 2020, respectively.

### 7. Plan Termination

Although it has not expressed any intent to do so, the Employer 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 would become 100% vested in their accounts.

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

### Notes To Financial Statements (Continued)

#### 8. Tax Status

The Employer has adopted a non-standardized pre-approved defined contribution plan sponsored by FMR LLC. The non-standardized pre-approved defined contribution plan has received a favorable opinion letter effective June 30, 2020 from the Internal Revenue Service regarding the non-standardized pre-approved defined contribution plan's qualified status. The Plan has been amended since receiving the opinion letter; however, the plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income tax has been included in the Plan's financial statements.

Management has determined that the Plan does not have any uncertain tax positions and associated unrecognized benefits that materially impact the financial statements and related disclosures.

#### 9. Risks And Uncertainties

The Plan invests in a variety of investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the statements of net assets available for benefits.

#### 10. Reconciliation Of Financial Statements To Schedule H Of Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500:

|                                                  | December 31,         |                      |
|--------------------------------------------------|----------------------|----------------------|
|                                                  | 2021                 | 2020                 |
| <b>Net Assets Available For Benefits Per The</b> |                      |                      |
| <b>Financial Statements</b>                      | <b>\$ 27,917,165</b> | <b>\$ 25,843,643</b> |
| Employer receivables                             | (2,172)              | —                    |
| Participant receivables                          | (16,611)             | (50,801)             |
| <b>Net Assets Available For Benefits</b>         |                      |                      |
| <b>Per Schedule H Of Form 5500</b>               | <b>\$ 27,898,382</b> | <b>\$ 25,792,842</b> |

## SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

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### Notes To Financial Statements (*Continued*)

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

|                                                    |                     |
|----------------------------------------------------|---------------------|
| <b>Change In Net Assets Available For Benefits</b> |                     |
| <b>Per The Financial Statements</b>                | <b>\$ 4,073,566</b> |
| 2021 employer receivables                          | (2,172)             |
| 2021 participant receivables                       | (16,611)            |
| 2020 participant receivables                       | 50,801              |
| <hr/>                                              |                     |
| <b>Change In Net Assets Available For Benefits</b> |                     |
| <b>Per Schedule H Of Form 5500</b>                 | <b>\$ 4,105,584</b> |
| <hr/>                                              |                     |

## **Supplemental Schedules**

# SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

## SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

EIN: 80-0014964

Plan Number: 001

December 31, 2021

|                                                             |                                                         |                                      |                                          |                                                                                                                        |
|-------------------------------------------------------------|---------------------------------------------------------|--------------------------------------|------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| Participant Contributions Transferred Late to Plan          | Total That Constitute Nonexempt Prohibited Transactions |                                      |                                          | Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51 |
| \$ 9,974                                                    | \$ 9,974                                                |                                      |                                          | N/A                                                                                                                    |
| Check Here if Late Participant Loan Repayments Are Included | Contributions Not Corrected**                           | Contributions Corrected Outside VFCP | Contributions Pending Correction in VFCP |                                                                                                                        |
|                                                             | \$ 4,168                                                | \$ 5,806                             | \$ —                                     |                                                                                                                        |

\*\* Represented 2020 participant contributions not yet corrected.

# SHOTTENKIRK 401(K) RETIREMENT SAVINGS PLAN

## SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS HELD

EIN: 80-0014964

Plan Number: 001

December 31, 2021

| (a)                            | (b)                                                     | (c)                                                                                                            | (e)              |
|--------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|------------------|
|                                | Identity Of Issue, Borrower,<br>Lessor Or Similar Party | Description Of Investments,<br>Including Maturity Date, Rate Of Interest,<br>Collateral, Par Or Maturity Value | Current<br>Value |
| <b>Money Market Fund</b>       |                                                         |                                                                                                                |                  |
| *                              | Fidelity Management Trust Company                       | Government Money Market Portfolio                                                                              | \$ 63,143        |
| <b>Mutual Funds</b>            |                                                         |                                                                                                                |                  |
|                                | Alliance Bernstein                                      | Small Cap Growth Fund Advisor Class                                                                            | 393,200          |
|                                | American Century                                        | Mid Cap Value Fund Class A                                                                                     | 263,508          |
|                                | BNY Mellon                                              | Institutional S&P 500 Stock Index I Fund                                                                       | 1,690,060        |
|                                | Columbia Acorn                                          | Dividend Income Fund Class A                                                                                   | 515,358          |
|                                | Columbia Acorn                                          | Mid Cap Index Fund I2                                                                                          | 240,185          |
|                                | Columbia Acorn                                          | Small Cap Index Fund I2                                                                                        | 82,518           |
|                                | Eaton Vance                                             | Income Fund Of Boston Class A                                                                                  | 226,283          |
| *                              | Fidelity Management Trust Company                       | Asset Manager 30% Fund Class A                                                                                 | 32,875           |
| *                              | Fidelity Management Trust Company                       | Asset Manager 40% Fund Class A                                                                                 | 471,885          |
| *                              | Fidelity Management Trust Company                       | Asset Manager 60% Fund Class A                                                                                 | 1,756,239        |
| *                              | Fidelity Management Trust Company                       | Asset Manager 70% Fund Class A                                                                                 | 7,189,227        |
| *                              | Fidelity Management Trust Company                       | Asset Manager 85% Fund Class A                                                                                 | 5,571,006        |
| *                              | Fidelity Management Trust Company                       | Freedom 2005 Fund Class I                                                                                      | 766              |
| *                              | Fidelity Management Trust Company                       | Freedom 2010 Fund Class I                                                                                      | 14,497           |
| *                              | Fidelity Management Trust Company                       | Freedom 2015 Fund Class I                                                                                      | 48,235           |
| *                              | Fidelity Management Trust Company                       | Freedom 2020 Fund Class I                                                                                      | 140,641          |
| *                              | Fidelity Management Trust Company                       | Freedom 2025 Fund Class I                                                                                      | 739,114          |
| *                              | Fidelity Management Trust Company                       | Freedom 2030 Fund Class I                                                                                      | 375,616          |
| *                              | Fidelity Management Trust Company                       | Freedom 2035 Fund Class I                                                                                      | 828,737          |
| *                              | Fidelity Management Trust Company                       | Freedom 2040 Fund Class I                                                                                      | 584,408          |
| *                              | Fidelity Management Trust Company                       | Freedom 2045 Fund Class I                                                                                      | 741,959          |
| *                              | Fidelity Management Trust Company                       | Freedom 2050 Fund Class I                                                                                      | 568,949          |
| *                              | Fidelity Management Trust Company                       | Freedom 2055 Fund Class I                                                                                      | 770,671          |
| *                              | Fidelity Management Trust Company                       | Freedom 2060 Fund Class I                                                                                      | 648,848          |
| *                              | Fidelity Management Trust Company                       | Freedom 2065 Fund Class I                                                                                      | 75,025           |
| *                              | Fidelity Management Trust Company                       | Freedom Income Fund Class I                                                                                    | 24,816           |
| *                              | Fidelity Management Trust Company                       | Government Income Fund Class I                                                                                 | 124              |
| *                              | Fidelity Management Trust Company                       | Small Cap Value Fund Class I                                                                                   | 236,934          |
| *                              | Fidelity Management Trust Company                       | Strategic Income Fund Class A                                                                                  | 174,200          |
|                                | Franklin Templeton Investments                          | Income Fund Class A                                                                                            | 446,287          |
|                                | Harbor Capital                                          | Appreciation Fund Institutional Class                                                                          | 897,989          |
|                                | Invesco                                                 | Developing Markets Fund Class A                                                                                | 131,891          |
|                                | Janus Henderson                                         | Enterprise Fund Class T                                                                                        | 293,429          |
|                                | MFS Investment Management                               | International Intrinsic Value Fund R3                                                                          | 332,319          |
|                                | Putnam Investments                                      | Large Cap Value Fund Class A                                                                                   | 40,224           |
|                                | T. Rowe Price                                           | International Discovery Fund                                                                                   | 263,100          |
|                                | Western Asset                                           | Core Bond Fund Class A                                                                                         | 25,859           |
|                                |                                                         |                                                                                                                | 26,836,982       |
| <b>Common/Collective Trust</b> |                                                         |                                                                                                                |                  |
|                                | Wells Fargo Bank, N.A.                                  | Stable Value Fund M                                                                                            | 703,319          |
| <b>Plan Participants</b>       |                                                         |                                                                                                                |                  |
| *                              | Participant notes receivable                            | Interest rates ranging from 4.25% to 6.50%,<br>due at various dates through January 2027                       | 294,938          |
|                                |                                                         |                                                                                                                | \$ 27,898,382    |

\* Represents a party-in-interest

Note: Column (d) is not applicable and has been omitted from this schedule.