

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	

A This return/report is for:

☐ a multiemployer plan

☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)

☒ a single-employer plan ☐ a DFE (specify) _____

B This return/report is:

☐ the first return/report

☐ the final return/report

☐ an amended return/report ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. ▶ ☐

D Check box if filing under:

☒ Form 5558

☐ automatic extension

☐ special extension (enter description) ☐ the DFVC program

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

Part II	Basic Plan Information—enter all requested information	
1a Name of plan <u>SPANG & CO RETIREMENT SAVINGS PLAN FOR NON-BARGAINING UNIT EMPLOYEES</u> 2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>SPANG & COMPANY</u> <u>110 DELTA DRIVE</u> <u>PITTSBURGH, PA 15238-0422</u>	1b Three-digit plan number (PN) ▶	<u>014</u>
	1c Effective date of plan <u>02/01/1984</u>	
	2b Employer Identification Number (EIN) <u>25-0809990</u>	
	2c Plan Sponsor's telephone number <u>412-963-9363</u>	
	2d Business code (see instructions) <u>334410</u>	

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2022	LYNNE ELLIS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2022	LYNNE ELLIS
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	167
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	108
a(2) Total number of active participants at the end of the plan year		6a(2)	111
b Retired or separated participants receiving benefits.....		6b	0
c Other retired or separated participants entitled to future benefits		6c	53
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	164
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	164
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	164
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	2
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2J 2G 2K 3H 2F 2T 3D			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ <u>1</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021	
A Name of plan SPANG & CO RETIREMENT SAVINGS PLAN FOR NON-BARGAINING UNIT EMPLOYEES	B Three-digit plan number (PN) ▶ 014
C Plan sponsor's name as shown on line 2a of Form 5500 SPANG & COMPANY	D Employer Identification Number (EIN) 25-0809990

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

(a) Name of insurance carrier
PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	037917	164	01/01/2021	12/31/2021

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4 Current value of plan's interest under this contract in the general account at year end	4	8838305
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	13269650

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

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

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ **GUARANTEED GENERAL ACCOUNT CONTRACT**

b Balance at the end of the previous year	7b	7816289
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c Additions: (1) Contributions deposited during the year	7c(1)	534131	
	7c(2)		
	7c(3)	126739	
	7c(4)	253205	
	7c(5)	759089	

▶ MISCELLANEOUS IN TRANSFERS IN

(6) Total additions	7c(6)	1673164
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d Total of balance and additions (add lines 7b and 7c(6))	7d	9489453
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year (2) Administration charge made by carrier..... (3) Transferred to separate account..... (4) Other (specify below)	7e(1)	260042	
	7e(2)		
	7e(3)	133106	
	7e(4)	258000	

▶ FORFEITURES DEBITS MISCELLANEOUS OUT TRANSFERS OUT

(5) Total deductions	7e(5)	651148
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f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	8838305
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. Specify nature of costs.	10b	

Part IV Provision of Information

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

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

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

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan SPANG & CO RETIREMENT SAVINGS PLAN FOR NON-BARGAINING UNIT EMPLOYEES	B Three-digit plan number (PN) ▶	014
C Plan sponsor's name as shown on line 2a of Form 5500 SPANG & COMPANY	D Employer Identification Number (EIN) 25-0809990	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
PRUDENTIAL RETIREMENT INSURANCE AND
06-1050034

(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)

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 15 50 64	NONE	2930	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PRUDENTIAL RETIREMENT INSURANCE AND	15 64	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.	
PRUDENTIAL RETIREMENT INSURANCE AND 06-1050034	25.000 BPS AND \$0.00 PER PARTICIPANT INVESTED IN THE FUND FROM 1/1/2021 TO 3/31/2021 GUARANTEED INCOME FUND	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PRUDENTIAL RETIREMENT INSURANCE AND	15 64	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.	
PRUDENTIAL RETIREMENT INSURANCE AND 06-1050034	15.000 BPS AND \$0.00 PER PARTICIPANT INVESTED IN THE FUND FROM 4/1/2021 TO 12/31/2021 GUARANTEED INCOME FUND	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name:	BDO USA, LLP	b EIN:	13-5381590
c Position:	ACCOUNTANT		
d Address:	339 SIXTH AVENUE, 8TH FLOOR PITTSBURGH, PA 15222	e Telephone:	412-281-2501

Explanation: RESIGNED DUTIES.

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan <u>SPANG & CO RETIREMENT SAVINGS PLAN FOR NON-BARGAINING UNIT EMPLOYEES</u>	B Three-digit plan number (PN) ►	<u>014</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>SPANG & COMPANY</u>	D Employer Identification Number (EIN) <u>25-0809990</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>DRYDEN S&P 500 INDEX FUND</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-123</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>5051378</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>EAGLE M CAP GROWTH</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-776</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2568357</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>LCG/AMERICAN CENTURY</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-253</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4144533</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCG/TIMESQUARE</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-132</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1505382</u>
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)**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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan SPANG & CO RETIREMENT SAVINGS PLAN FOR NON-BARGAINING UNIT EMPLOYEES	B Three-digit plan number (PN) ►	014
C Plan sponsor's name as shown on line 2a of Form 5500 SPANG & COMPANY	D Employer Identification Number (EIN) 25-0809990	

Part I	Asset and Liability Statement
---------------	--------------------------------------

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	10674715	13269650
(11) Value of interest in master trust investment accounts.....	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	17696946	19683901
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	7816289	8838305
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	36187950 41791856
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	0 0
Net Assets			
l	Net assets (subtract line 1k from line 1f).....	1l	36187950 41791856

Part II Income and Expense Statement

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

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	771328
	(B) Participants	2a(1)(B)	1402126
	(C) Others (including rollovers).....	2a(1)(C)	258593
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	2432047
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	
	(F) Other	2b(1)(F)	126739
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	126739
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	253088
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	253088
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		2358259
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		1670847
c Other income.....	2c		10439
d Total income. Add all income amounts in column (b) and enter total.....	2d		6851419
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	1244533	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		1244533
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)		
(4) Other.....	2i(4)	2980	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		2980
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		1247513
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		5603906
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **SISTERSON & CO. LLP**

(2) EIN: **25-1467156**

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	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.			

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan SPANG & CO RETIREMENT SAVINGS PLAN FOR NON-BARGAINING UNIT EMPLOYEES	B Three-digit plan number (PN) ▶ 014
C Plan sponsor's name as shown on line 2a of Form 5500 SPANG & COMPANY	D Employer Identification Number (EIN) 25-0809990

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 22-1211670		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

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

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
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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.
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10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

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

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

AUDITED FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULE

Years ended December 31, 2021 and 2020

310 GRANT STREET, STE 2100
PITTSBURGH, PA 15219

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SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator of the
Spang & Company Retirement Savings
Plan for Non-Bargaining Unit Employees

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

We have performed an audit of the financial statements of the Spang & Company Retirement Savings Plan for Non-Bargaining Unit Employees ("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 assets available for benefits as of December 31, 2021, and the related statement of changes in 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 Prudential Retirement Insurance and Annuity Company and Prudential Bank & Trust, F.S.B, qualified institutions, as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 7 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

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

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

INDEPENDENT AUDITOR'S REPORT

(continued)

- The information in the accompanying 2021 Financial Statements related to assets held by and certified to by qualified institutions agree 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 *Auditor's Responsibilities for the Audit of the 2021 Financial Statements* section of our report. We are required to be independent of the Plan and to meet our 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 the financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

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

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

INDEPENDENT AUDITOR'S REPORT

(continued)

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 certifications, comparing the certified investment information with the related information presented and disclosed in the 2021 Financial Statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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

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

Other Matters

2021 Supplemental Schedule Required by ERISA

The supplemental schedule of Assets Held at End of Year as of December 31, 2021, is presented for purposes of additional analysis and is not a required part of the financial statements but is 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.

INDEPENDENT AUDITOR'S REPORT

(continued)

The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied 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 schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Auditor's Report on the 2020 Financial Statements

Predecessor auditors performed an audit of the 2020 financial statements of the Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the Plan that were certified by qualified institutions. Their report dated July 28, 2021, indicated that (a) the amounts and disclosures in the 2020 financial statements, other than those agreed to or derived from the certified investment information were presented fairly, in all material respects, in accordance with U.S. GAAP, and (b) the information in the 2020 financial statements related to assets held by and certified to by qualified institutions agreed to, or was derived from, in all material respects, the information prepared and certified by institutions that management determined met the requirements of ERISA Section 103(a)(3)(C). Their report also indicated that the form and content of the 2020 supplemental schedule, other than the information in the 2020 supplemental schedule that agreed to or was derived from the certified investment information, was presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2020 supplemental schedule related to assets held by and certified to by qualified institutions agreed to, or was derived from, in all material respects, the information prepared and certified by institutions that management determined met the requirements of ERISA Section 103(a)(3)(C).

Sisterson & Co. LLP

October 4, 2022

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

STATEMENTS OF ASSETS AVAILABLE FOR BENEFITS

	December 31, <u>2021</u>	<u>2020</u>
Investments, at fair value (Note 4)		
Mutual funds	\$ 19,683,901	\$ 17,696,947
Pooled separate accounts	<u>13,269,650</u>	<u>10,674,715</u>
	32,953,551	28,371,662
Investments, at contract value (Note 5)		
Fully benefit-responsive investment contract	<u>8,838,305</u>	<u>7,816,289</u>
Assets available for benefits	<u><u>\$ 41,791,856</u></u>	<u><u>\$ 36,187,951</u></u>

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

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

STATEMENTS OF CHANGES IN ASSETS AVAILABLE FOR BENEFITS

	Year ended December 31,	
	<u>2021</u>	<u>2020</u>
Additions to assets available for benefits attributed to		
Contributions		
Participant deferrals	\$ 1,402,126	\$ 1,423,405
Employer contributions	771,328	799,274
Participant rollovers (Note 1)	258,593	7,036
Investment income		
Net appreciation in fair value of investments	4,029,106	3,994,956
Dividends and interest	379,827	355,123
Other additions	<u>10,438</u>	<u>--</u>
Total additions	<u>6,851,418</u>	<u>6,579,794</u>
Deductions from assets available for benefits attributed to		
Benefits paid to participants	1,244,533	2,833,027
Administrative expenses	<u>2,980</u>	<u>3,162</u>
Total deductions	<u>1,247,513</u>	<u>2,836,189</u>
Net additions to assets available for benefits	5,603,905	3,743,605
Assets available for benefits		
Beginning of year	<u>36,187,951</u>	<u>32,444,346</u>
End of year	<u>\$ 41,791,856</u>	<u>\$ 36,187,951</u>

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

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

NOTE 1 - PLAN DESCRIPTION

The following description of the Spang & Company Savings Plan for Non-Bargaining Unit Employees ("Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a participant-directed defined contribution plan covering substantially all non-bargaining unit employees of Spang & Company ("Company"). The Company is the Plan sponsor and administrator that controls and manages the operation and administration of the Plan. Prudential Retirement Insurance and Annuity Company ("PRIAC") serves as the contract holder of the Plan's investment contract and pooled separate accounts and Prudential Bank & Trust, F.S.B. ("PB&T") serves as the trustee of the Plan and the custodian for the remaining investments. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Eligibility

Generally, eligibility in the Plan is effective as of the first day of becoming a covered employee, as defined in the Plan. Employee contributions may begin the first full pay period following completion of an election form. There is no age requirement for participation in the Plan. The Plan has an automatic enrollment feature for all eligible employees who do not opt out. The automatic deferral for those who do not opt out is 6%, increasing annually by 1%, into the age-appropriate Moderate GoalMaker portfolio.

Contributions

Participants may contribute up to 75% of pretax or after-tax annual compensation, as defined in the Plan. Contributions for any calendar year are subject to certain Internal Revenue Code ("Code") limitations (\$19,500 for 2021 and 2020). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions (\$6,500 for 2021 and 2020). Participants direct all contributions into various investment options offered by the Plan.

The Company provides matching contributions based on deferral contributions as follows: 50% of the first 6% of eligible employee compensation, plus 75% of the next 3% of eligible employee compensation, plus 100% of the next 3% of eligible employee compensation. The Plan document also provides for the Company to make a discretionary profit-sharing contribution of 4% of eligible employees' annual compensation. For the years ended December 31, 2021 and 2020, the Company made no discretionary contributions.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 1 - PLAN DESCRIPTION (continued)

Contributions (continued)

In addition, participants who receive qualified distributions from another qualified plan may be able to rollover such distributions into the Plan. Rollovers into the Plan were \$258,593 and \$7,036 for the years ended December 31, 2021 and 2020, respectively.

Participant accounts

Each participant's account is credited with their voluntary contributions, earnings on account investments and any Company contributions. The benefit to which a participant is entitled is the benefit that can be provided from his or her vested account.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's matching contributions occurs upon completion by the participant of three years of continuous service.

Benefits

On termination of service due to death, disability, retirement, or other reasons, a participant may receive payment in a lump sum. Hardship withdrawals are also permitted in certain cases. If the participant's account balance is less than or equal to \$5,000, the Company may make a lump-sum payment without the participant's consent.

Forfeitures

Non-vested accounts are forfeited upon participants' terminations. Forfeited balances of terminated participants' nonvested accounts are applied to reduce future Company matching contributions. Forfeitures used to reduce Company matching contributions were reduced by approximately \$60,000 and \$30,000 from forfeited nonvested accounts in 2021 and 2020, respectively. The forfeited non-vested account balance was not material at December 31, 2021 and 2020.

Administrative fees and expenses

Certain administrative expenses are paid by the Company or the Plan, as provided by the Plan document.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 1 - PLAN DESCRIPTION (continued)

Plan termination

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

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following is a description of significant accounting policies used by the Plan.

Basis of accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance accounting principles generally accepted in the United States of America ("U.S. GAAP").

Investment valuation and income recognition

The Plan's investments (except for the fully benefit-responsive investment contract) are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (see Note 4). The Plan's investment in the PRIAC Guaranteed Income Fund is a fully benefit-responsive investment contract and is included in the financial statements at contract value. Contract value is the relevant measurement attribute for that portion of the assets available for benefits of a defined contribution plan attributable to fully-benefit responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. Plan management determines the valuation policies utilizing information provided by PRIAC and PB&T.

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

The Plan's investments are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in the values of investments, it is at least reasonably possible that changes in the fair values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of assets available for benefits.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Contributions

Participant contributions are generally recorded in the month withheld from the participant's compensation. Employer match contributions are recorded at that same time. Additional employer retirement contributions are recorded as approved.

Payment of benefits

Benefits are recorded when paid.

Use of estimates

The preparation of financial statements in conformity with U.S. GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures. Accordingly, actual results could differ from those estimates.

Subsequent events

Plan management has evaluated subsequent events and transactions for potential recognition or disclosure in the financial statements through October 4, 2022, the day the financial statements were approved and authorized for issue.

NOTE 3 - FEDERAL INCOME TAX EXEMPTION

The Plan obtained its latest determination letter dated February 15, 2017, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Code. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes the Plan is currently designed and being operated in compliance with the applicable requirements of the Code. Therefore, the Plan administrator believes that the Plan was qualified and the related trust was tax-exempt as of the financial statement dates.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the applicable taxing authorities. As of December 31, 2021 and 2020, the Plan administrator is not aware of any uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan believes it is no longer subject to income tax examinations for periods prior to 2018.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 4 - INVESTMENTS

Fair value is defined as the price that would be received from selling an asset or paid to transfer a liability in an orderly transaction between market participants at a measurement date. When determining the fair value measurements for assets and liabilities required to be recorded at fair value, the Plan considers the principal or most advantageous market in which it would transact and considers the assumptions that market participants would use when pricing the asset or liability.

The three levels of inputs that may be used to measure fair value are as follows:

Level I – Quoted prices in active markets for identical assets or liabilities. The type of investments reported as Level I include mutual funds.

Level II – Observable inputs other than quoted prices in active markets for identical assets and liabilities, quoted prices for identical or similar assets or liabilities in inactive markets, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities. The Plan does not carry any investments that fall within this category.

Level III – Inputs that are generally unobservable and typically reflect management's estimates of assumptions that market participants would use in pricing the asset or liability. The Plan does not carry any investments that fall within this category.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

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

Mutual funds represent investments with various registered investment managers. The fair values of these investments are determined by reference to the fund's underlying assets, which are principally marketable equity and fixed income securities. Shares held in mutual funds traded on national securities exchanges are valued at the quoted market price and classified as Level I assets.

Pooled separate accounts are measured using the unit value calculated based on the net asset value ("NAV") of the underlying pool of securities as a practical expedient. The NAV is based on the fair value of the underlying investments held by each fund less liabilities. Purchases and sales may occur daily within these accounts.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 4 - INVESTMENTS (continued)

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

The following tables set forth the fair value of the Plan's investments by the above fair value hierarchy levels as described above as of December 31:

	2021		
	Level I	Investments measured at NAV	Total
Mutual funds	\$ 19,683,901	\$ --	\$ 19,683,901
Pooled separate accounts	--	13,269,650	13,269,650
	<u>\$ 19,683,901</u>	<u>\$ 13,269,650</u>	<u>\$ 32,953,551</u>
	2020		
	Level I	Investments measured at NAV	Total
Mutual funds	\$ 17,696,947	\$ --	\$ 17,696,947
Pooled separate accounts	--	10,674,715	10,674,715
	<u>\$ 17,696,947</u>	<u>\$ 10,674,715</u>	<u>\$ 28,371,662</u>

The following table summarizes the valuation of the Plan's pooled separate accounts as of December 31, 2021 and 2020:

Fair value		Redemption frequency (if currently eligible)	Redemption notice period	Unfunded commitments
December 31, 2021	2020			
\$ 13,269,650	\$ 10,674,715	Daily	N/A	\$ --

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 5 - INVESTMENT CONTRACT

The Plan maintains a guaranteed income fund with PRIAC, who maintains the contributions in a general fund. The guaranteed income fund is credited with earnings on underlying investments and charged for participant withdrawals and administrative expenses. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan.

Because the guaranteed income fund is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the assets available for benefits attributable to the guaranteed income fund. Contract value represents contributions made under the contract, plus earnings, less withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer. The crediting interest rate is determined by PRIAC based on various factors, which include current economic and market conditions and the general interest rate environment. The credit interest rate may not be less than 1.50% and 1.65% as of December 31, 2021 and 2020, respectively. The interest rates are reviewed on a semi-annual basis for resetting.

The investment contract seeks to provide stability and security through diversification of assets and crediting rates which are known in advance. The investment contract does not permit PRIAC to terminate the agreement prior to the scheduled maturity date.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Additionally, PRIAC has the right to delay transfers or distributions under certain limited circumstances. The Plan administrator does not believe that the occurrence of any events that would limit the Plan's ability to transact at contract value with participants is probable.

NOTE 6 - RELATED PARTY TRANSACTIONS

The Plan's investments in the investment contract and pooled separate accounts are with PRIAC. The investment contract and pooled separate accounts are sponsored and advised by PRIAC. PRIAC is the contract holder as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

Fees paid to the Plan for custodian and recordkeeping services were not significant for the years ended December 31, 2021 and 2020. These transactions are not considered prohibited transactions under Section 408(b) of the ERISA regulations.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 7 - CERTIFICATIONS

All information related to investment assets, investment transactions, and related income as disclosed in the accompanying financial statements and supplemental Schedule of Assets Held at End of Year, is certified as complete and accurate by PRIAC and PB&T, the trustees and custodian of the Plan, in accordance with 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

SUPPLEMENTAL SCHEDULE

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

SCHEDULE OF ASSETS HELD AT END OF YEAR

December 31, 2021

Form 5500, Schedule H
Part IV, item 4i

EIN - 25-0809990
Plan number 014

(a)	Identity of issuer or borrower (b)	Description of investment including maturity date, rate of interest, collateral, par or market value (c)	Current value (e)
		Investment contract	
*	Prudential Retirement Insurance and Annuity Company	Guaranteed Income Fund	\$ 8,838,305
		Pooled separate accounts	
*	Prudential Retirement Insurance and Annuity Company	Dryden S&P 500 Index Fund	5,051,378
*	Prudential Retirement Insurance and Annuity Company	Large Cap Growth American Century	4,144,533
*	Prudential Retirement Insurance and Annuity Company	Eagle Mid Cap Growth	2,568,357
*	Prudential Retirement Insurance and Annuity Company	Small Cap Growth/Times Square	1,505,382
	Total pooled separate accounts		<u>13,269,650</u>
		Mutual funds	
	Putnam	Equity Income	5,740,327
	Metropolitan West	Total Return	5,158,147
	American Funds	Europacific Growth Fund	4,572,885
	JP Morgan	Mid Cap Value Select	1,246,955
	Hartford	World Bond R6	1,039,434
	DFA	Emerging Markets Core Equity	967,070
	Goldman Sachs	Small Cap Value Insights Fund Class A	959,083
	Total mutual funds		<u>19,683,901</u>
	Total investments		<u>\$ 41,791,856</u>

* Party-in-interest as defined by ERISA.

Note: The above data is based upon information which has been certified as complete and accurate by PRIAC & PB&T, the trustees and custodian of the Plan's assets.

See accompanying Independent Auditor's Report.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

AUDITED FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULE

Years ended December 31, 2021 and 2020

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SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator of the
Spang & Company Retirement Savings
Plan for Non-Bargaining Unit Employees

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

We have performed an audit of the financial statements of the Spang & Company Retirement Savings Plan for Non-Bargaining Unit Employees ("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 assets available for benefits as of December 31, 2021, and the related statement of changes in 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 Prudential Retirement Insurance and Annuity Company and Prudential Bank & Trust, F.S.B, qualified institutions, as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 7 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

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

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

INDEPENDENT AUDITOR'S REPORT

(continued)

- The information in the accompanying 2021 Financial Statements related to assets held by and certified to by qualified institutions agree 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 *Auditor's Responsibilities for the Audit of the 2021 Financial Statements* section of our report. We are required to be independent of the Plan and to meet our 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 the financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

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

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

INDEPENDENT AUDITOR'S REPORT

(continued)

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 certifications, comparing the certified investment information with the related information presented and disclosed in the 2021 Financial Statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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

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

Other Matters

2021 Supplemental Schedule Required by ERISA

The supplemental schedule of Assets Held at End of Year as of December 31, 2021, is presented for purposes of additional analysis and is not a required part of the financial statements but is 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.

INDEPENDENT AUDITOR'S REPORT

(continued)

The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied 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 schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

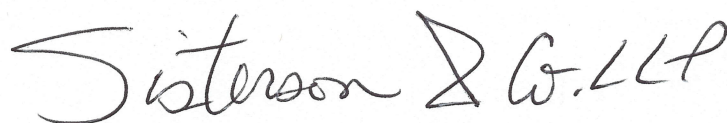
In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting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

In our opinion:

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

Auditor's Report on the 2020 Financial Statements

Predecessor auditors performed an audit of the 2020 financial statements of the Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the Plan that were certified by qualified institutions. Their report dated July 28, 2021, indicated that (a) the amounts and disclosures in the 2020 financial statements, other than those agreed to or derived from the certified investment information were presented fairly, in all material respects, in accordance with U.S. GAAP, and (b) the information in the 2020 financial statements related to assets held by and certified to by qualified institutions agreed to, or was derived from, in all material respects, the information prepared and certified by institutions that management determined met the requirements of ERISA Section 103(a)(3)(C). Their report also indicated that the form and content of the 2020 supplemental schedule, other than the information in the 2020 supplemental schedule that agreed to or was derived from the certified investment information, was presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2020 supplemental schedule related to assets held by and certified to by qualified institutions agreed to, or was derived from, in all material respects, the information prepared and certified by institutions that management determined met the requirements of ERISA Section 103(a)(3)(C).



October 4, 2022

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

STATEMENTS OF ASSETS AVAILABLE FOR BENEFITS

	December 31, <u>2021</u>	<u>2020</u>
Investments, at fair value (Note 4)		
Mutual funds	\$ 19,683,901	\$ 17,696,947
Pooled separate accounts	<u>13,269,650</u>	<u>10,674,715</u>
	32,953,551	28,371,662
Investments, at contract value (Note 5)		
Fully benefit-responsive investment contract	<u>8,838,305</u>	<u>7,816,289</u>
Assets available for benefits	<u><u>\$ 41,791,856</u></u>	<u><u>\$ 36,187,951</u></u>

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

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

STATEMENTS OF CHANGES IN ASSETS AVAILABLE FOR BENEFITS

	Year ended December 31,	
	<u>2021</u>	<u>2020</u>
Additions to assets available for benefits attributed to		
Contributions		
Participant deferrals	\$ 1,402,126	\$ 1,423,405
Employer contributions	771,328	799,274
Participant rollovers (Note 1)	258,593	7,036
Investment income		
Net appreciation in fair value of investments	4,029,106	3,994,956
Dividends and interest	379,827	355,123
Other additions	<u>10,438</u>	<u>--</u>
Total additions	<u>6,851,418</u>	<u>6,579,794</u>
Deductions from assets available for benefits attributed to		
Benefits paid to participants	1,244,533	2,833,027
Administrative expenses	<u>2,980</u>	<u>3,162</u>
Total deductions	<u>1,247,513</u>	<u>2,836,189</u>
Net additions to assets available for benefits	5,603,905	3,743,605
Assets available for benefits		
Beginning of year	<u>36,187,951</u>	<u>32,444,346</u>
End of year	<u>\$ 41,791,856</u>	<u>\$ 36,187,951</u>

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

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

NOTE 1 - PLAN DESCRIPTION

The following description of the Spang & Company Savings Plan for Non-Bargaining Unit Employees ("Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a participant-directed defined contribution plan covering substantially all non-bargaining unit employees of Spang & Company ("Company"). The Company is the Plan sponsor and administrator that controls and manages the operation and administration of the Plan. Prudential Retirement Insurance and Annuity Company ("PRIAC") serves as the contract holder of the Plan's investment contract and pooled separate accounts and Prudential Bank & Trust, F.S.B. ("PB&T") serves as the trustee of the Plan and the custodian for the remaining investments. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Eligibility

Generally, eligibility in the Plan is effective as of the first day of becoming a covered employee, as defined in the Plan. Employee contributions may begin the first full pay period following completion of an election form. There is no age requirement for participation in the Plan. The Plan has an automatic enrollment feature for all eligible employees who do not opt out. The automatic deferral for those who do not opt out is 6%, increasing annually by 1%, into the age-appropriate Moderate GoalMaker portfolio.

Contributions

Participants may contribute up to 75% of pretax or after-tax annual compensation, as defined in the Plan. Contributions for any calendar year are subject to certain Internal Revenue Code ("Code") limitations (\$19,500 for 2021 and 2020). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions (\$6,500 for 2021 and 2020). Participants direct all contributions into various investment options offered by the Plan.

The Company provides matching contributions based on deferral contributions as follows: 50% of the first 6% of eligible employee compensation, plus 75% of the next 3% of eligible employee compensation, plus 100% of the next 3% of eligible employee compensation. The Plan document also provides for the Company to make a discretionary profit-sharing contribution of 4% of eligible employees' annual compensation. For the years ended December 31, 2021 and 2020, the Company made no discretionary contributions.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 1 - PLAN DESCRIPTION (continued)

Contributions (continued)

In addition, participants who receive qualified distributions from another qualified plan may be able to rollover such distributions into the Plan. Rollovers into the Plan were \$258,593 and \$7,036 for the years ended December 31, 2021 and 2020, respectively.

Participant accounts

Each participant's account is credited with their voluntary contributions, earnings on account investments and any Company contributions. The benefit to which a participant is entitled is the benefit that can be provided from his or her vested account.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's matching contributions occurs upon completion by the participant of three years of continuous service.

Benefits

On termination of service due to death, disability, retirement, or other reasons, a participant may receive payment in a lump sum. Hardship withdrawals are also permitted in certain cases. If the participant's account balance is less than or equal to \$5,000, the Company may make a lump-sum payment without the participant's consent.

Forfeitures

Non-vested accounts are forfeited upon participants' terminations. Forfeited balances of terminated participants' nonvested accounts are applied to reduce future Company matching contributions. Forfeitures used to reduce Company matching contributions were reduced by approximately \$60,000 and \$30,000 from forfeited nonvested accounts in 2021 and 2020, respectively. The forfeited non-vested account balance was not material at December 31, 2021 and 2020.

Administrative fees and expenses

Certain administrative expenses are paid by the Company or the Plan, as provided by the Plan document.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 1 - PLAN DESCRIPTION (continued)

Plan termination

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

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following is a description of significant accounting policies used by the Plan.

Basis of accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance accounting principles generally accepted in the United States of America ("U.S. GAAP").

Investment valuation and income recognition

The Plan's investments (except for the fully benefit-responsive investment contract) are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (see Note 4). The Plan's investment in the PRIAC Guaranteed Income Fund is a fully benefit-responsive investment contract and is included in the financial statements at contract value. Contract value is the relevant measurement attribute for that portion of the assets available for benefits of a defined contribution plan attributable to fully-benefit responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. Plan management determines the valuation policies utilizing information provided by PRIAC and PB&T.

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

The Plan's investments are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in the values of investments, it is at least reasonably possible that changes in the fair values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of assets available for benefits.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Contributions

Participant contributions are generally recorded in the month withheld from the participant's compensation. Employer match contributions are recorded at that same time. Additional employer retirement contributions are recorded as approved.

Payment of benefits

Benefits are recorded when paid.

Use of estimates

The preparation of financial statements in conformity with U.S. GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures. Accordingly, actual results could differ from those estimates.

Subsequent events

Plan management has evaluated subsequent events and transactions for potential recognition or disclosure in the financial statements through October 4, 2022, the day the financial statements were approved and authorized for issue.

NOTE 3 - FEDERAL INCOME TAX EXEMPTION

The Plan obtained its latest determination letter dated February 15, 2017, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Code. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes the Plan is currently designed and being operated in compliance with the applicable requirements of the Code. Therefore, the Plan administrator believes that the Plan was qualified and the related trust was tax-exempt as of the financial statement dates.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the applicable taxing authorities. As of December 31, 2021 and 2020, the Plan administrator is not aware of any uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan believes it is no longer subject to income tax examinations for periods prior to 2018.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 4 - INVESTMENTS

Fair value is defined as the price that would be received from selling an asset or paid to transfer a liability in an orderly transaction between market participants at a measurement date. When determining the fair value measurements for assets and liabilities required to be recorded at fair value, the Plan considers the principal or most advantageous market in which it would transact and considers the assumptions that market participants would use when pricing the asset or liability.

The three levels of inputs that may be used to measure fair value are as follows:

Level I – Quoted prices in active markets for identical assets or liabilities. The type of investments reported as Level I include mutual funds.

Level II – Observable inputs other than quoted prices in active markets for identical assets and liabilities, quoted prices for identical or similar assets or liabilities in inactive markets, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities. The Plan does not carry any investments that fall within this category.

Level III – Inputs that are generally unobservable and typically reflect management's estimates of assumptions that market participants would use in pricing the asset or liability. The Plan does not carry any investments that fall within this category.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

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

Mutual funds represent investments with various registered investment managers. The fair values of these investments are determined by reference to the fund's underlying assets, which are principally marketable equity and fixed income securities. Shares held in mutual funds traded on national securities exchanges are valued at the quoted market price and classified as Level I assets.

Pooled separate accounts are measured using the unit value calculated based on the net asset value ("NAV") of the underlying pool of securities as a practical expedient. The NAV is based on the fair value of the underlying investments held by each fund less liabilities. Purchases and sales may occur daily within these accounts.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 4 - INVESTMENTS (continued)

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

The following tables set forth the fair value of the Plan's investments by the above fair value hierarchy levels as described above as of December 31:

	2021		
	Investments measured at		
	Level I	NAV	Total
Mutual funds	\$ 19,683,901	\$ --	\$ 19,683,901
Pooled separate accounts	--	13,269,650	13,269,650
	<u>\$ 19,683,901</u>	<u>\$ 13,269,650</u>	<u>\$ 32,953,551</u>
	2020		
	Investments measured at		
	Level I	NAV	Total
Mutual funds	\$ 17,696,947	\$ --	\$ 17,696,947
Pooled separate accounts	--	10,674,715	10,674,715
	<u>\$ 17,696,947</u>	<u>\$ 10,674,715</u>	<u>\$ 28,371,662</u>

The following table summarizes the valuation of the Plan's pooled separate accounts as of December 31, 2021 and 2020:

Fair value		Redemption frequency (if currently eligible)	Redemption notice period	Unfunded commitments
December 31, 2021	2020			
\$ 13,269,650	\$ 10,674,715	Daily	N/A	\$ --

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 5 - INVESTMENT CONTRACT

The Plan maintains a guaranteed income fund with PRIAC, who maintains the contributions in a general fund. The guaranteed income fund is credited with earnings on underlying investments and charged for participant withdrawals and administrative expenses. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan.

Because the guaranteed income fund is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the assets available for benefits attributable to the guaranteed income fund. Contract value represents contributions made under the contract, plus earnings, less withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer. The crediting interest rate is determined by PRIAC based on various factors, which include current economic and market conditions and the general interest rate environment. The credit interest rate may not be less than 1.50% and 1.65% as of December 31, 2021 and 2020, respectively. The interest rates are reviewed on a semi-annual basis for resetting.

The investment contract seeks to provide stability and security through diversification of assets and crediting rates which are known in advance. The investment contract does not permit PRIAC to terminate the agreement prior to the scheduled maturity date.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Additionally, PRIAC has the right to delay transfers or distributions under certain limited circumstances. The Plan administrator does not believe that the occurrence of any events that would limit the Plan's ability to transact at contract value with participants is probable.

NOTE 6 - RELATED PARTY TRANSACTIONS

The Plan's investments in the investment contract and pooled separate accounts are with PRIAC. The investment contract and pooled separate accounts are sponsored and advised by PRIAC. PRIAC is the contract holder as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

Fees paid to the Plan for custodian and recordkeeping services were not significant for the years ended December 31, 2021 and 2020. These transactions are not considered prohibited transactions under Section 408(b) of the ERISA regulations.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 7 - CERTIFICATIONS

All information related to investment assets, investment transactions, and related income as disclosed in the accompanying financial statements and supplemental Schedule of Assets Held at End of Year, is certified as complete and accurate by PRIAC and PB&T, the trustees and custodian of the Plan, in accordance with 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

SUPPLEMENTAL SCHEDULE

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

SCHEDULE OF ASSETS HELD AT END OF YEAR

December 31, 2021

Form 5500, Schedule H
Part IV, item 4i

EIN - 25-0809990
Plan number 014

(a)	Identity of issuer or borrower (b)	Description of investment including maturity date, rate of interest, collateral, par or market value (c)	Current value (e)
		Investment contract	
*	Prudential Retirement Insurance and Annuity Company	Guaranteed Income Fund	\$ 8,838,305
		Pooled separate accounts	
*	Prudential Retirement Insurance and Annuity Company	Dryden S&P 500 Index Fund	5,051,378
*	Prudential Retirement Insurance and Annuity Company	Large Cap Growth American Century	4,144,533
*	Prudential Retirement Insurance and Annuity Company	Eagle Mid Cap Growth	2,568,357
*	Prudential Retirement Insurance and Annuity Company	Small Cap Growth/Times Square	1,505,382
	Total pooled separate accounts		<u>13,269,650</u>
		Mutual funds	
	Putnam	Equity Income	5,740,327
	Metropolitan West	Total Return	5,158,147
	American Funds	Europacific Growth Fund	4,572,885
	JP Morgan	Mid Cap Value Select	1,246,955
	Hartford	World Bond R6	1,039,434
	DFA	Emerging Markets Core Equity	967,070
	Goldman Sachs	Small Cap Value Insights Fund Class A	959,083
	Total mutual funds		<u>19,683,901</u>
	Total investments		<u>\$ 41,791,856</u>

* Party-in-interest as defined by ERISA.

Note: The above data is based upon information which has been certified as complete and accurate by PRIAC & PB&T, the trustees and custodian of the Plan's assets.

See accompanying Independent Auditor's Report.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

AUDITED FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULE

Years ended December 31, 2021 and 2020

310 GRANT STREET, STE 2100
PITTSBURGH, PA 15219

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SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator of the
Spang & Company Retirement Savings
Plan for Non-Bargaining Unit Employees

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

We have performed an audit of the financial statements of the Spang & Company Retirement Savings Plan for Non-Bargaining Unit Employees ("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 assets available for benefits as of December 31, 2021, and the related statement of changes in 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 Prudential Retirement Insurance and Annuity Company and Prudential Bank & Trust, F.S.B, qualified institutions, as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 7 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

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

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

INDEPENDENT AUDITOR'S REPORT

(continued)

- The information in the accompanying 2021 Financial Statements related to assets held by and certified to by qualified institutions agree 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 *Auditor's Responsibilities for the Audit of the 2021 Financial Statements* section of our report. We are required to be independent of the Plan and to meet our 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 the financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

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

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

INDEPENDENT AUDITOR'S REPORT

(continued)

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 certifications, comparing the certified investment information with the related information presented and disclosed in the 2021 Financial Statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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

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

Other Matters

2021 Supplemental Schedule Required by ERISA

The supplemental schedule of Assets Held at End of Year as of December 31, 2021, is presented for purposes of additional analysis and is not a required part of the financial statements but is 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.

INDEPENDENT AUDITOR'S REPORT

(continued)

The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied 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 schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

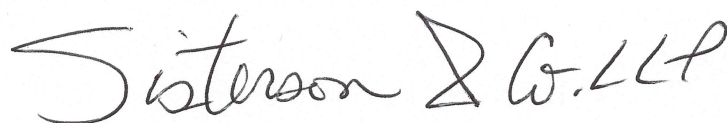
In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting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

In our opinion:

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

Auditor's Report on the 2020 Financial Statements

Predecessor auditors performed an audit of the 2020 financial statements of the Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the Plan that were certified by qualified institutions. Their report dated July 28, 2021, indicated that (a) the amounts and disclosures in the 2020 financial statements, other than those agreed to or derived from the certified investment information were presented fairly, in all material respects, in accordance with U.S. GAAP, and (b) the information in the 2020 financial statements related to assets held by and certified to by qualified institutions agreed to, or was derived from, in all material respects, the information prepared and certified by institutions that management determined met the requirements of ERISA Section 103(a)(3)(C). Their report also indicated that the form and content of the 2020 supplemental schedule, other than the information in the 2020 supplemental schedule that agreed to or was derived from the certified investment information, was presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2020 supplemental schedule related to assets held by and certified to by qualified institutions agreed to, or was derived from, in all material respects, the information prepared and certified by institutions that management determined met the requirements of ERISA Section 103(a)(3)(C).



October 4, 2022

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

STATEMENTS OF ASSETS AVAILABLE FOR BENEFITS

	December 31, <u>2021</u>	<u>2020</u>
Investments, at fair value (Note 4)		
Mutual funds	\$ 19,683,901	\$ 17,696,947
Pooled separate accounts	<u>13,269,650</u>	<u>10,674,715</u>
	32,953,551	28,371,662
Investments, at contract value (Note 5)		
Fully benefit-responsive investment contract	<u>8,838,305</u>	<u>7,816,289</u>
Assets available for benefits	<u><u>\$ 41,791,856</u></u>	<u><u>\$ 36,187,951</u></u>

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

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

STATEMENTS OF CHANGES IN ASSETS AVAILABLE FOR BENEFITS

	Year ended December 31,	
	<u>2021</u>	<u>2020</u>
Additions to assets available for benefits attributed to		
Contributions		
Participant deferrals	\$ 1,402,126	\$ 1,423,405
Employer contributions	771,328	799,274
Participant rollovers (Note 1)	258,593	7,036
Investment income		
Net appreciation in fair value of investments	4,029,106	3,994,956
Dividends and interest	379,827	355,123
Other additions	<u>10,438</u>	<u>--</u>
Total additions	<u>6,851,418</u>	<u>6,579,794</u>
Deductions from assets available for benefits attributed to		
Benefits paid to participants	1,244,533	2,833,027
Administrative expenses	<u>2,980</u>	<u>3,162</u>
Total deductions	<u>1,247,513</u>	<u>2,836,189</u>
Net additions to assets available for benefits	5,603,905	3,743,605
Assets available for benefits		
Beginning of year	<u>36,187,951</u>	<u>32,444,346</u>
End of year	<u>\$ 41,791,856</u>	<u>\$ 36,187,951</u>

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

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

NOTE 1 - PLAN DESCRIPTION

The following description of the Spang & Company Savings Plan for Non-Bargaining Unit Employees ("Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a participant-directed defined contribution plan covering substantially all non-bargaining unit employees of Spang & Company ("Company"). The Company is the Plan sponsor and administrator that controls and manages the operation and administration of the Plan. Prudential Retirement Insurance and Annuity Company ("PRIAC") serves as the contract holder of the Plan's investment contract and pooled separate accounts and Prudential Bank & Trust, F.S.B. ("PB&T") serves as the trustee of the Plan and the custodian for the remaining investments. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Eligibility

Generally, eligibility in the Plan is effective as of the first day of becoming a covered employee, as defined in the Plan. Employee contributions may begin the first full pay period following completion of an election form. There is no age requirement for participation in the Plan. The Plan has an automatic enrollment feature for all eligible employees who do not opt out. The automatic deferral for those who do not opt out is 6%, increasing annually by 1%, into the age-appropriate Moderate GoalMaker portfolio.

Contributions

Participants may contribute up to 75% of pretax or after-tax annual compensation, as defined in the Plan. Contributions for any calendar year are subject to certain Internal Revenue Code ("Code") limitations (\$19,500 for 2021 and 2020). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions (\$6,500 for 2021 and 2020). Participants direct all contributions into various investment options offered by the Plan.

The Company provides matching contributions based on deferral contributions as follows: 50% of the first 6% of eligible employee compensation, plus 75% of the next 3% of eligible employee compensation, plus 100% of the next 3% of eligible employee compensation. The Plan document also provides for the Company to make a discretionary profit-sharing contribution of 4% of eligible employees' annual compensation. For the years ended December 31, 2021 and 2020, the Company made no discretionary contributions.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 1 - PLAN DESCRIPTION (continued)

Contributions (continued)

In addition, participants who receive qualified distributions from another qualified plan may be able to rollover such distributions into the Plan. Rollovers into the Plan were \$258,593 and \$7,036 for the years ended December 31, 2021 and 2020, respectively.

Participant accounts

Each participant's account is credited with their voluntary contributions, earnings on account investments and any Company contributions. The benefit to which a participant is entitled is the benefit that can be provided from his or her vested account.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's matching contributions occurs upon completion by the participant of three years of continuous service.

Benefits

On termination of service due to death, disability, retirement, or other reasons, a participant may receive payment in a lump sum. Hardship withdrawals are also permitted in certain cases. If the participant's account balance is less than or equal to \$5,000, the Company may make a lump-sum payment without the participant's consent.

Forfeitures

Non-vested accounts are forfeited upon participants' terminations. Forfeited balances of terminated participants' nonvested accounts are applied to reduce future Company matching contributions. Forfeitures used to reduce Company matching contributions were reduced by approximately \$60,000 and \$30,000 from forfeited nonvested accounts in 2021 and 2020, respectively. The forfeited non-vested account balance was not material at December 31, 2021 and 2020.

Administrative fees and expenses

Certain administrative expenses are paid by the Company or the Plan, as provided by the Plan document.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 1 - PLAN DESCRIPTION (continued)

Plan termination

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

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following is a description of significant accounting policies used by the Plan.

Basis of accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance accounting principles generally accepted in the United States of America ("U.S. GAAP").

Investment valuation and income recognition

The Plan's investments (except for the fully benefit-responsive investment contract) are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (see Note 4). The Plan's investment in the PRIAC Guaranteed Income Fund is a fully benefit-responsive investment contract and is included in the financial statements at contract value. Contract value is the relevant measurement attribute for that portion of the assets available for benefits of a defined contribution plan attributable to fully-benefit responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. Plan management determines the valuation policies utilizing information provided by PRIAC and PB&T.

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

The Plan's investments are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in the values of investments, it is at least reasonably possible that changes in the fair values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of assets available for benefits.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Contributions

Participant contributions are generally recorded in the month withheld from the participant's compensation. Employer match contributions are recorded at that same time. Additional employer retirement contributions are recorded as approved.

Payment of benefits

Benefits are recorded when paid.

Use of estimates

The preparation of financial statements in conformity with U.S. GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures. Accordingly, actual results could differ from those estimates.

Subsequent events

Plan management has evaluated subsequent events and transactions for potential recognition or disclosure in the financial statements through October 4, 2022, the day the financial statements were approved and authorized for issue.

NOTE 3 - FEDERAL INCOME TAX EXEMPTION

The Plan obtained its latest determination letter dated February 15, 2017, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Code. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes the Plan is currently designed and being operated in compliance with the applicable requirements of the Code. Therefore, the Plan administrator believes that the Plan was qualified and the related trust was tax-exempt as of the financial statement dates.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the applicable taxing authorities. As of December 31, 2021 and 2020, the Plan administrator is not aware of any uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan believes it is no longer subject to income tax examinations for periods prior to 2018.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 4 - INVESTMENTS

Fair value is defined as the price that would be received from selling an asset or paid to transfer a liability in an orderly transaction between market participants at a measurement date. When determining the fair value measurements for assets and liabilities required to be recorded at fair value, the Plan considers the principal or most advantageous market in which it would transact and considers the assumptions that market participants would use when pricing the asset or liability.

The three levels of inputs that may be used to measure fair value are as follows:

Level I – Quoted prices in active markets for identical assets or liabilities. The type of investments reported as Level I include mutual funds.

Level II – Observable inputs other than quoted prices in active markets for identical assets and liabilities, quoted prices for identical or similar assets or liabilities in inactive markets, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities. The Plan does not carry any investments that fall within this category.

Level III – Inputs that are generally unobservable and typically reflect management's estimates of assumptions that market participants would use in pricing the asset or liability. The Plan does not carry any investments that fall within this category.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

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

Mutual funds represent investments with various registered investment managers. The fair values of these investments are determined by reference to the fund's underlying assets, which are principally marketable equity and fixed income securities. Shares held in mutual funds traded on national securities exchanges are valued at the quoted market price and classified as Level I assets.

Pooled separate accounts are measured using the unit value calculated based on the net asset value ("NAV") of the underlying pool of securities as a practical expedient. The NAV is based on the fair value of the underlying investments held by each fund less liabilities. Purchases and sales may occur daily within these accounts.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 4 - INVESTMENTS (continued)

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

The following tables set forth the fair value of the Plan's investments by the above fair value hierarchy levels as described above as of December 31:

	2021		
	Level I	Investments measured at NAV	Total
Mutual funds	\$ 19,683,901	\$ --	\$ 19,683,901
Pooled separate accounts	--	13,269,650	13,269,650
	<u>\$ 19,683,901</u>	<u>\$ 13,269,650</u>	<u>\$ 32,953,551</u>
	2020		
	Level I	Investments measured at NAV	Total
Mutual funds	\$ 17,696,947	\$ --	\$ 17,696,947
Pooled separate accounts	--	10,674,715	10,674,715
	<u>\$ 17,696,947</u>	<u>\$ 10,674,715</u>	<u>\$ 28,371,662</u>

The following table summarizes the valuation of the Plan's pooled separate accounts as of December 31, 2021 and 2020:

Fair value		Redemption frequency (if currently eligible)	Redemption notice period	Unfunded commitments
December 31, 2021	2020			
\$ 13,269,650	\$ 10,674,715	Daily	N/A	\$ --

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 5 - INVESTMENT CONTRACT

The Plan maintains a guaranteed income fund with PRIAC, who maintains the contributions in a general fund. The guaranteed income fund is credited with earnings on underlying investments and charged for participant withdrawals and administrative expenses. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan.

Because the guaranteed income fund is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the assets available for benefits attributable to the guaranteed income fund. Contract value represents contributions made under the contract, plus earnings, less withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer. The crediting interest rate is determined by PRIAC based on various factors, which include current economic and market conditions and the general interest rate environment. The credit interest rate may not be less than 1.50% and 1.65% as of December 31, 2021 and 2020, respectively. The interest rates are reviewed on a semi-annual basis for resetting.

The investment contract seeks to provide stability and security through diversification of assets and crediting rates which are known in advance. The investment contract does not permit PRIAC to terminate the agreement prior to the scheduled maturity date.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Additionally, PRIAC has the right to delay transfers or distributions under certain limited circumstances. The Plan administrator does not believe that the occurrence of any events that would limit the Plan's ability to transact at contract value with participants is probable.

NOTE 6 - RELATED PARTY TRANSACTIONS

The Plan's investments in the investment contract and pooled separate accounts are with PRIAC. The investment contract and pooled separate accounts are sponsored and advised by PRIAC. PRIAC is the contract holder as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

Fees paid to the Plan for custodian and recordkeeping services were not significant for the years ended December 31, 2021 and 2020. These transactions are not considered prohibited transactions under Section 408(b) of the ERISA regulations.

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

(continued)

NOTE 7 - CERTIFICATIONS

All information related to investment assets, investment transactions, and related income as disclosed in the accompanying financial statements and supplemental Schedule of Assets Held at End of Year, is certified as complete and accurate by PRIAC and PB&T, the trustees and custodian of the Plan, in accordance with 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

SUPPLEMENTAL SCHEDULE

SPANG & COMPANY RETIREMENT SAVINGS
PLAN FOR NON-BARGAINING UNIT EMPLOYEES

SCHEDULE OF ASSETS HELD AT END OF YEAR

December 31, 2021

Form 5500, Schedule H
Part IV, item 4i

EIN - 25-0809990
Plan number 014

(a)	Identity of issuer or borrower (b)	Description of investment including maturity date, rate of interest, collateral, par or market value (c)	Current value (e)
		Investment contract	
*	Prudential Retirement Insurance and Annuity Company	Guaranteed Income Fund	\$ 8,838,305
		Pooled separate accounts	
*	Prudential Retirement Insurance and Annuity Company	Dryden S&P 500 Index Fund	5,051,378
*	Prudential Retirement Insurance and Annuity Company	Large Cap Growth American Century	4,144,533
*	Prudential Retirement Insurance and Annuity Company	Eagle Mid Cap Growth	2,568,357
*	Prudential Retirement Insurance and Annuity Company	Small Cap Growth/Times Square	1,505,382
	Total pooled separate accounts		<u>13,269,650</u>
		Mutual funds	
	Putnam	Equity Income	5,740,327
	Metropolitan West	Total Return	5,158,147
	American Funds	Europacific Growth Fund	4,572,885
	JP Morgan	Mid Cap Value Select	1,246,955
	Hartford	World Bond R6	1,039,434
	DFA	Emerging Markets Core Equity	967,070
	Goldman Sachs	Small Cap Value Insights Fund Class A	959,083
	Total mutual funds		<u>19,683,901</u>
	Total investments		<u>\$ 41,791,856</u>

* Party-in-interest as defined by ERISA.

Note: The above data is based upon information which has been certified as complete and accurate by PRIAC & PB&T, the trustees and custodian of the Plan's assets.

See accompanying Independent Auditor's Report.