

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

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>STAFFMARK/EMS 401K SAVINGS PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1994</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>01/01/1994</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>01/01/1994</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>STAFFMARK GROUP, LLC</u> <u>201 EAST FOURTH STREET STE 800</u> <u>CINCINNATI, OH 45202</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>06-1553489</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>513-852-4718</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>561300</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>06-1553489</u>	2c Plan Sponsor's telephone number <u>513-852-4718</u>	2d Business code (see instructions) <u>561300</u>	
2b Employer Identification Number (EIN) <u>06-1553489</u>					
2c Plan Sponsor's telephone number <u>513-852-4718</u>					
2d Business code (see instructions) <u>561300</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	RACHEL STEVENS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

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	102203
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)	100865
a(2) Total number of active participants at the end of the plan year		6a(2)	100926
b Retired or separated participants receiving benefits.....		6b	340
c Other retired or separated participants entitled to future benefits		6c	1053
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	102319
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	102319
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	2969
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	56148
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 3B 3D			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.
For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan STAFFMARK/EMS 401K SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 STAFFMARK GROUP, LLC	D Employer Identification Number (EIN) 06-1553489	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

GREAT-WEST LIFE & ANNUITY INSURANCE

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(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?
64	RECORDKEEPER	223309	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

RAYMOND JAMES & ASSOCIATES INC

880 CARILLON PKWY
ATTN TREASURY
ST PETERSBURG, FL 33716

(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?
99	OTHER	45000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SAMET & COMPANY PC

1330 BOYLSTON ST
CHESTNUT HILL, MA 02467

(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?
10	AUDITOR	33500	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)

ADVISED ASSETS GROUP, LLC

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(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?
28	INVESTMENT MGMT	11690	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

THE HOWARD E NYHART CO INC

8415 ALLISON POINTE BLVD STE 150
INDIANAPOLIS, IN 46250

(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	CONTRACT ADMIN	5888	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

GOLDLEAF PARTNERS SERVICES INC DBA

PO BOX 55757
BOSTON, MA 02205

(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?
99	OTHER	194	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE 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>STAFFMARK/EMS 401K SAVINGS PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>STAFFMARK GROUP, LLC</u>	D Employer Identification Number (EIN) <u>06-1553489</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>PUTNAM STABLE VALUE FUND</u>		
b Name of sponsor of entity listed in (a): <u>PUTNAM INVESTMENTS</u>		
c EIN-PN <u>04-3159710-202</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>3691279</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
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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
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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 STAFFMARK/EMS 401K SAVINGS PLAN	B Three-digit plan number (PN)	001
C Plan sponsor's name as shown on line 2a of Form 5500 STAFFMARK GROUP, LLC	D Employer Identification Number (EIN) 06-1553489	

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	509086	763136
(2) Participant contributions.....	1b(2)	177793	165588
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	1092210	1108448
(9) Value of interest in common/collective trusts.....	1c(9)	3357955	3691279
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	65121293	73268680
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	70258337	78997131

Liabilities

g Benefit claims payable	1g	0	0
h Operating payables	1h		
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	33995	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	33995	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	70224342	78997131
---	-----------	----------	----------

Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	1416288	
(B) Participants	2a(1)(B)	5198004	
(C) Others (including rollovers).....	2a(1)(C)	551206	
(2) Noncash contributions.....	2a(2)	0	7165498
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	48586	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		48586
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	5479848
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	5479848	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		5479848
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	0
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	0
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		77286
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		4802959
c Other income.....	2c		46278
d Total income. Add all income amounts in column (b) and enter total.....	2d		17620455
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	8885592	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		8885592
f Corrective distributions (see instructions).....	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		70737
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees.....	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	319581	
(3) Investment advisory and management fees.....	2i(3)	0	
(4) Other.....	2i(4)	0	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		319581
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		9275910
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		8344545
l Transfers of assets:			
(1) To this plan.....	2l(1)		428244
(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: SAMET & COMPANY

(2) EIN: 04-3027605

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		10000000
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 <u>STAFFMARK/EMS 401K SAVINGS PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>STAFFMARK GROUP, LLC</u>	D Employer Identification Number (EIN) <u>06-1553489</u>

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

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	<u>0</u>
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): <u>84-1455663</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

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

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

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

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

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

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

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

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

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

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

STAFFMARK/EMS 401(K) SAVINGS PLAN

**FINANCIAL STATEMENTS
AND SUPPLEMENTAL INFORMATION**

As of December 31, 2021 and 2020

TOGETHER WITH AUDITOR'S REPORT

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator
Staffmark/EMS 401(k) Savings Plan

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

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

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

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

Opinion on the 2021 Financial Statements

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

- the amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying 2021 financial statements related to assets held by and certified to by qualified institutions 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)(2)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report.

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INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Basis for Opinion on the 2021 Financial Statements (continued)

We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

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

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

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

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

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.



INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Auditor's Responsibilities for the Audit of the 2021 Financial Statements (continued)

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

2021 Supplemental Schedule Required by ERISA

The supplemental schedule of Schedule H, Line 4i – 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental 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 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.



INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Other Matters (continued)

2021 Supplemental Schedule Required by ERISA (continued)

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 are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

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

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Staffmark/EMS 401(k) Savings Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by qualified institutions. In our report dated October 11, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Chestnut Hill, Massachusetts
October 14, 2022

STAFFMARK/EMS 401(K) SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2021 and 2020

ASSETS

	<u>2021</u>	<u>2020</u>
Investments, at fair value	\$ <u>76,959,959</u>	\$ <u>68,479,248</u>
Receivables:		
Participants' contributions	165,588	177,793
Employers' contributions	763,136	509,086
Notes receivable from participants	<u>1,108,448</u>	<u>1,092,210</u>
	<u>2,037,172</u>	<u>1,779,089</u>
Total assets	78,997,131	70,258,337

LIABILITIES AND NET ASSETS

Refundable contributions due to participants	<u>-</u>	<u>33,995</u>
Net assets available for benefits	\$ <u><u>78,997,131</u></u>	\$ <u><u>70,224,342</u></u>

STAFFMARK/EMS 401(K) SAVINGS PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year Ended December 31, 2021

Additions to net assets attributed to:

Investment income:

Net appreciation in fair value of investments	\$	4,880,245
Interest and dividends		5,479,848
Other income		<u>46,278</u>
		<u>10,406,371</u>

Interest income on notes receivable from participants	<u>48,586</u>
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Contributions:

Participants' contributions	5,198,004
Employers' contributions	1,416,288
Rollover contributions	<u>551,206</u>
	<u>7,165,498</u>

Transfers into Plan	<u>428,244</u>
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Total additions	<u>18,048,699</u>
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Deductions from net assets attributed to:

Benefits paid to participants	8,956,329
Administrative expenses	<u>319,581</u>

Total deductions	<u>9,275,910</u>
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Net increase	8,772,789
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Net assets available for benefits, beginning of year	<u>70,224,342</u>
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Net assets available for benefits, end of year	\$ <u><u>78,997,131</u></u>
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STAFFMARK/EMS 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2021 and 2020

Note 1 Description of Plan

The following description of the Staffmark/EMS 401(k) Plan (the “Plan”) provides only general information. Participants should refer to the Plan documents for a more complete description of the Plan’s provisions. The Plan is sponsored by Staffmark Group, LLC (the “Sponsoring Employer”).

General

The Plan is a multiple-employer defined contribution plan established to provide eligible employees with retirement benefits in accordance with sections 401(a) and 401(k) of the Internal Revenue Code (“IRC”). Participating in the Plan are the following employers (collectively referred to as the “Participating Employers”):

- Staffmark Investment, LLC
- Kilgore Group, Inc. (dba Columbia Staffing, Columbia Healthcare, and Venturi Staffing)
- Employee Management Services III, Inc.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

The Sponsoring Employer provides human resources and payroll services through its Employee Management Services III, Inc. (“EMS”) division, a professional employment organization. EMS establishes an employment relationship with client personnel assigned to perform client functions on an ongoing basis (“Leased Employee”). The Plan covers Leased Employees of EMS clients (“Client Organization”) if the Client Organization adopts the Plan through a joinder agreement, and the Leased Employee elects to participate in the Plan.

Eligibility

The eligibility requirements range from no service or age requirements to age eighteen and one year of service with at least 1,000 hours.

Certain Client Organizations have elected an auto enrollment feature, as defined in their joinder agreement. The entry date ranges from immediate to 30 days from when an employee becomes eligible to participate in the Plan. The Participating Employers will automatically, on behalf of those participants, defer between 1% and 6% of the participants’ eligible compensation (as defined in the joinder agreements).

STAFFMARK/EMS 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2021 and 2020

Note 1 **Description of Plan (continued)**

Participant contributions

Eligible participants that are non-highly compensated employees (as defined in the IRC) may make voluntary contributions through salary reductions up to 100% of their eligible compensation, as defined, limited to the maximum amount allowable under the provisions of the IRC (\$19,500 in 2021). Participants who are 50 years of age or older as of December 31, 2021 may contribute an additional “catch up” contribution (\$6,500 in 2021). Eligible participants that are highly compensated employees may only contribute the catch up contribution. Certain Client Organizations allow for participants to defer funds into a Roth 401(k). These deferrals are subject to federal income taxes, and the maximum allowable participant contribution is \$19,500 combined between both the Roth and the pre-tax deferral. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various mutual funds and a common collective trust as investment options for participants.

Employer contributions

The Sponsoring Employer and Participating Employers may make discretionary matching contributions and non-elective contributions at their sole discretion, within the limits of the IRC, as defined.

Certain Participating Employers may make safe harbor matching contributions and profit sharing contributions as defined in their joinder agreement. For the year ended December 31, 2021, employer contributions made by the Sponsoring Employer, Participating Employers, and Client Organizations totaled \$1,416,288.

Plan transfers

The Plan allows for new participating employers to integrate the assets in their existing qualified retirement plan into the Plan. The Plan allows terminated participating employers to transfer assets out of the Plan into another qualified retirement plan. During the year ended December 31, 2021, transfers into the Plan from participating employers totaled \$301,137.

As the result of a corporate merger effective January 1, 2019, the Sponsoring Employer sponsors two additional 401(k) plans, the Staffmark Group LLC Retirement Savings Plan for Staff Employees (the “Staff Plan”) and the Staffmark Group LLC Retirement Savings Plan for Contract Employees (the “Contract Plan”). Effective January 1, 2019, the Plan was amended to provide participants of the Plan, the Staff Plan and the Contract Plan to, upon positive election, transfer their participation in and their account balance either from the Staff Plan and the Contract Plan to the Plan, or from the Plan to the Staff Plan or the Contract Plan. Any portion of a participant’s account balance other than participant loans may be transferred. During the year ended December 31, 2021, net transfers into the Plan from the Staff Plan totaled \$127,107. There were no transfers to or from the Contract Plan during the year ended December 31, 2021.

STAFFMARK/EMS 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2021 and 2020

Note 1 **Description of Plan (continued)**

Plan transfers (continued)

Subsequent to year end, the Staff Plan and Contract Plan merged into the Plan, and net assets totaling \$99,239,711 were transferred effective March 31, 2022.

Participants' accounts

Each participant's account is credited with their respective contribution and its allocation of (a) Sponsoring Employer and Participating Employers' contribution and (b) Plan earning or losses.

Vesting

Participants' voluntary contributions, rollover contributions and earnings thereon vest immediately. Vesting in Sponsoring Employer discretionary matching contributions as well as the actual earnings thereon is vest at 20% per year with 100% vesting after five years of credited service, as defined.

Participating Employers may elect their own vesting schedule for employer contributions. Participants vest in the contributions from Participating Employers based on various vesting schedules, over a maximum of six years. In the event of termination of employment due to death, disability, or attainment of retirement age (as defined) or termination of the Plan, participants' accounts become fully vested.

Notes receivable from participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2021 and 2020. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

Participants may borrow up to 50% of their vested account balance with a minimum of \$1,000 and a maximum of \$50,000. The notes receivable from participants are secured by the balance in the participant's account and bear interest at a reasonable percentage rate to be determined by the Plan administrator. Loan terms range from one to five years. However, if the loan is to acquire the principal residence of the participant, the term may be extended. Loans are secured by the balance in the participant's account. Principal and interest is paid ratably through payroll deductions.

During the year ended December 31, 2020, the Plan adopted the loan provisions of the Coronavirus Aid, Relief, and Economic Security ("CARES") Act, effective for qualified participant loans initiated on or after March 27, 2020 and before September 23, 2020. The CARES Act provided Plan participants with the option to borrow up to 100% of their vested account balance, up to a maximum of \$100,000.

STAFFMARK/EMS 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2021 and 2020

Note 1 **Description of Plan (continued)**

Notes receivable from participants (continued)

Participants also have the option of suspending loan payments due between March 27, 2020 and December 31, 2020 for up to one year, however, originally scheduled payments must resume beginning on January 1, 2021. The Plan has not been formally amended to reflect these provisions; Plan amendments related to participant loans taken under the CARES Act must be adopted by December 31, 2025.

Payment of benefits

Upon termination of employment, retirement, death, or disability, the participant or the participant's beneficiary is entitled to receive the vested portion of the participant's account in a single lump-sum or annual installments, in accordance with Internal Revenue Service ("IRS") regulations and Plan provisions.

Further, withdrawals from the Plan before leaving the employment of the Participating Employers are available for special "hardship" reasons, as defined, or after attaining the age of 59 ½. Distributions to participants are recorded when paid.

Participating Employers have also elected other distribution options, including restriction of hardship distributions to employee deferral accounts only, matching contributions permissible to be withdrawn as in-service after five years of participation, and matching contributions permissible to be withdrawn on funds held for two years.

During the year ended December 31, 2020, the Plan adopted the distribution provisions of the CARES Act. A CARES Act distribution allows certain eligible participants to take a coronavirus related distribution up to \$100,000 from the Plan retroactive to January 1, 2020 and through December 30, 2020. The Plan has not been formally amended to reflect these provisions. Plan amendments related to coronavirus related distributions must be adopted by December 31, 2025.

Other income

Certain mutual fund expenses that are charged by the mutual fund companies to the individual participants (e.g. 12b-1, sub transfer agent), are recaptured by the Plan and held in a reserve account. These funds are then used to pay for expenses of the Plan that benefit the plan participants as approved by the IRS, Department of Labor and ERISA, such as administration and auditing fees. During the year ended December 31, 2021, the plan recaptured \$46,278, which is classified as other income in the accompanying statement of changes in net assets available for benefits. The balance in the account totaled \$45 and \$44 as of December 31, 2021 and 2020, respectively.

STAFFMARK/EMS 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2021 and 2020

Note 1 **Description of Plan (continued)**

Forfeitures

The Plan provides that forfeitures, the unvested portion of the Sponsoring Employer, Participating Employers and Client Organizations' contributions for terminated participants, may be used to pay administrative expenses of the Plan or reduce future Sponsoring Employer and Participating Employers' contributions. As of December 31, 2021 and 2020, the balance in the forfeiture account was \$160,530 and \$157,855, respectively. During the year ended December 31, 2021, forfeitures totaling \$39,881 and \$7,765 were used to pay administrative expenses and reduce Sponsoring Employer contributions, respectively.

Note 2 **Summary of significant accounting policies**

The following is a summary of significant accounting policies followed by the Plan.

Basis of accounting

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

Use of estimates

The preparation of the financial statements in accordance with accounting principles generally accepted in the United States of America requires Plan management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Refundable contributions due to participants

Amounts payable to participants for contributions in excess of amounts allowed by the Internal Revenue Service ("IRS") are recorded as a liability with a corresponding reduction to contributions. The Plan distributed the 2020 excess contributions to the applicable participants prior to April 15, 2021.

Investment valuation and income recognition

Plan investments 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. The Plan's sponsor determines the Plan's valuation policies utilizing information provided by the trustee. See Note 8 for discussion of fair value measurements.

Realized gains and losses on investments sold and the unrealized appreciation and depreciation of investments held are reported on an average current cost basis, based on fair market value of the investments at the beginning of the Plan year or at the time of purchase during the Plan year.

Purchases and sales of securities are recorded on a trade-date basis. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

STAFFMARK/EMS 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2021 and 2020

Note 2 **Summary of significant accounting policies (continued)**

Administrative expenses

Administrative expenses of the Plan are paid by either the Sponsoring Employer or the Plan, as provided in the Plan document.

Fair value

Accounting standards provide a common definition of fair value and establish a framework to make the measurement of fair value in generally accepted accounting principles more consistent and comparable.

Accounting standards also require expanded disclosures to provide information about the extent to which fair value is used to measure certain financial assets and liabilities, the methods and assumptions used to measure fair value, and the effect of fair value measures on earnings. The Plan's financial assets reflected in the financial statements at fair value include its investments (see Note 8).

Subsequent events

The Plan has evaluated subsequent events through October 14, 2022, which is the date the financial statements were available to be issued.

Note 3 **Information certified by the Plan's trustee**

The Sponsoring Employer, acting in its capacity as the Plan Administrator, has elected the method of annual reporting permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. The investment assets, notes receivable from participant, investment transactions, investment income, interest income on notes receivable from participants and other income presented in the Plan's financial statements and supplemental schedule was prepared or derived from information prepared by Great-West Trust Company, LLC ("Great-West"), the trustee, and furnished to the Sponsoring Employer. The University has obtained a certification from the trustee as of December 31, 2021 and 2020, and for the year ended December 31, 2021, that such information is complete and accurate. The employers' contributions receivable of \$763,136 and \$509,086 as of December 31, 2021 and 2020, respectively, and the participants' contributions receivable of \$165,588 and \$177,793 as of December 31, 2021 and 2020, respectively, are not certified. The refundable contributions due to participants totaling \$33,995 as of December 31, 2020, are not certified. There were no refundable contributions due to participants as of December 31, 2021.

Note 4 **Tax status**

The Plan operates under a volume submitter plan. The plan administrator believes and represents that the Plan is designed and is being operated in compliance with the applicable requirements of the IRC.

STAFFMARK/EMS 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2021 and 2020

Note 4 **Tax status (continued)**

Therefore, no provision for income taxes has been included in the Plan's financial statements.

The Financial Accounting Standards Board has issued a standard regarding the accounting and recognition of income tax positions taken or expected to be taken by the Plan. The plan administrator assesses the tax positions taken by the Plan and has concluded that as of December 31, 2021, there are no uncertain tax positions taken or expected to be taken that would require recognition or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 5 **Related party transactions**

Certain plan investments are shares of a mutual fund managed by Great-West. Great-West is the trustee, as defined in the Plan document, and therefore, these transactions qualify as party-in-interest transactions that are exempt from prohibited transaction rules, as defined by ERISA.

Note 6 **Risks and uncertainties**

The Plan provides for various investment options in accounts which invest in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that these changes could materially affect participant's account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

Note 7 **Plan termination**

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

Note 8 **Fair value measurements**

Accounting standards require that financial assets and liabilities, recognized or disclosed in financial statements on a recurring basis (at least annually), be measured at fair value. These standards define fair value as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date.

STAFFMARK/EMS 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2021 and 2020

Note 8 Fair value measurements (continued)

These standards also establish a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. These standards describe three levels of inputs that may be used to measure fair value:

- Level 1 - Quoted prices in active markets for identical assets or liabilities that are accessible at the measurement date.
- Level 2 - Observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities in active markets; quoted prices for similar assets or liabilities in markets that are not active; or model-derived valuations or other inputs that are observable or can be corroborated by observable market data for the assets or liabilities.
- Level 3 - Unobservable inputs for the asset or liability that are significant to the fair value measurement. These inputs reflect the Plan's assumptions about the assumptions a market participant would use in pricing the asset or liability.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments.

When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 and Level 3 inputs are only used when higher level inputs are not available.

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

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

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

STAFFMARK/EMS 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2021 and 2020

Note 8 Fair value measurements (continued)

Common collective trust: Valued based on the underlying unit value of the assets held. The trusts invest primarily in certain investment contracts, security backed contracts and other short term investments. The NAV of the units of the trust is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily.

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

The following table summarizes the valuation of the Plan's financial assets at December 31, 2021:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$ <u>73,268,680</u>	\$ <u>-</u>	\$ <u>-</u>	\$ <u>73,268,680</u>
Investments in the fair value hierarchy	\$ <u>73,268,680</u>	\$ <u>-</u>	\$ <u>-</u>	73,268,680
Investment measured at net asset value				<u>3,691,279</u>
Investments at fair value				\$ <u>76,959,959</u>

The following table summarizes the valuation of the Plan's financial assets at December 31, 2020:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$ <u>65,121,293</u>	\$ <u>-</u>	\$ <u>-</u>	\$ <u>65,121,293</u>
Investments in the fair value hierarchy	\$ <u>65,121,293</u>	\$ <u>-</u>	\$ <u>-</u>	65,121,293
Investments measured at net asset value				<u>3,357,955</u>
Investments at fair value				\$ <u>68,479,248</u>

STAFFMARK/EMS 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

December 31, 2021 and 2020

Note 8 Fair value measurements (continued)

The following table summarizes the investments measured at fair value based on NAV per share as a practical expedient as of December 31, 2021 and 2020, respectively.

	Fair Value at December 31, <u>2021</u>	Unfunded <u>Commitments</u>	Redemption Frequency (If currently <u>eligible</u>)	Redemption Notice <u>Period</u>
Putnam Stable Value Fund	\$ <u>3,691,279</u>	N/A	Daily	None
	Fair Value at December 31, <u>2020</u>	Unfunded <u>Commitments</u>	Redemption Frequency (If currently <u>eligible</u>)	Redemption Notice <u>Period</u>
Putnam Stable Value Fund	\$ <u>3,357,955</u>	N/A	Daily	None

STAFFMARK/EMS 401(K) SAVINGS PLAN

SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

December 31, 2021

EIN: 06-1553489

Plan No: 001

b) Identity of Issue, Borrower, a) <u>Lessor or Similar Party</u>	c) Description of Investment Including Maturity Date, Interest Rate, Collateral, and Par or Maturity Value	d) <u>Cost</u>	e) Current <u>Value</u>
AllSpring special Mid Cap Value Fund	Mutual Fund	** \$	1,399,293
American Funds 2015 Target Date Retire R6	Mutual Fund	**	306,106
American Funds 2020 Target Data Retire R6	Mutual Fund	**	2,535,487
American Funds 2025 Target Date Retire R6	Mutual Fund	**	4,079,882
American Funds 2030 Target Date Retire R6	Mutual Fund	**	2,428,536
American Funds 2035 Target Date Retire R6	Mutual Fund	**	4,426,609
American Funds 2040 Target Date Retire R6	Mutual Fund	**	3,119,218
American Funds 2045 Target Date Retire R6	Mutual Fund	**	2,281,601
American Funds 2050 Target Date Retire R6	Mutual Fund	**	2,271,387
American Funds 2055 Target Date Retire R6	Mutual Fund	**	1,478,444
American Funds 2060 Target Date Retire R6	Mutual Fund	**	215,082
American Funds Amcap Fund R6	Mutual Fund	**	7,533,834
American Funds Capital World Growth and Income R6	Mutual Fund	**	1,825,774
American Funds EuroPacific GR R6	Mutual Fund	**	4,060,411
Fidelity Contrafund	Mutual Fund	**	445,619
Franklin Small Cap Value R6	Mutual Fund	**	447,818
* Great-West TRP Mid Cap Growth	Mutual Fund	**	5,889,663
Invesco Small Cap Value A Fund	Mutual Fund	**	2,407
Janus Henderson Venture I	Mutual Fund	**	2,850,018
JP Morgan Value Advantage R6	Mutual Fund	**	8,905,630
Loomis Sayles Strategic Income Fund Y	Mutual Fund	**	1,679,322
MFS Total Return R3	Mutual Fund	**	2,152,075
Oppenheimer Developing Markets Y	Mutual Fund	**	632,830
PGIM Global Total Return R6	Mutual Fund	**	217,852
PGIM Total Return Bond Z	Mutual Fund	**	4,483,797
Schwab S&P 500 Index	Mutual Fund	**	5,979,001
Vanguard Extended Market Index	Mutual Fund	**	558,129
Vanguard Small Cap Index Admiral	Mutual Fund	**	1,062,855
			<u>73,268,680</u>
Putnam Stable Value Fund	Common Collective Trust	**	<u>3,691,279</u>
			76,959,959
* Participant Loans	Bearing interest at 4.25% - 6.50%	-	<u>1,108,448</u>
		\$	<u><u>78,068,407</u></u>

* = Party-in-interest

** = Cost information not required for participant-directed investment

Multiple Employer Plan Participating Employer Information

Staffmark/EMS 401k Savings Plan

EIN 06-1553489

PN 001

Name of participating Employer	EIN	Percent of Total Contributions for the plan year	Aggregate Account Balances at End of Year Attributable to Participating Employer
Anderson Cosmetic and Vein Institute	02-0963112	0.00%	18,222
Bill's Auto Sales and Leasing, Ltd	31-1737591	0.03%	24,066
Business Information Solutions, Inc.	61-0975345	1.25%	964,472
Dayton Sweeping Service, Inc.	31-1668940	0.24%	104,469
Dayton Tool MFG	31-0715851	0.37%	561,130
Dress for Success	31-1640182	0.12%	169,210
E-MEK Technologies	20-4904956	0.46%	310,275
Exochem Corporation	34-1038427	0.62%	1,518,288
Hafer and Rawe, Inc.	31-1535012	1.49%	990,446
Jonathan Winston Blum Enterprises, LLC	46-0626855	0.50%	123,353
Language Logic, LLC	31-1706116	3.71%	4,433,892
Myers Poured Concrete Walls	57-1146258	0.37%	63,811
Orbit Manufacturing, Inc.	31-1468099	0.00%	39,705
ORX Solutions	20-8420510	0.00%	20,577
Peter A. Wimberg Co., Inc.	31-1123448	0.73%	566,335
Real Asset Solutions	20-2797838	0.00%	15
Kindred Spirits dba RedTree Investments	46-5420277	2.43%	1,127,169
Result Data Consulting Limited	31-1488607	0.00%	843,046
Specialty Logistics, Inc.	31-1745458	0.11%	216,962
Terrex, LLC	47-1885117	2.22%	852,518
Terry Monnie Title Company	27-2288016	1.32%	212,733
The Expediting Co, Inc.	31-1280496	1.79%	607,969
Tipton Interests, Inc.	31-1425621	0.26%	238,872
Unit Building Services, Inc.	31-0816547	0.41%	1,772,702
United Commercial Floors, Inc.	31-1724484	0.35%	104,501
Woodlawn Rubber Company	31-0685840	1.52%	2,429,781
Zins Plumbing	31-1738085	0.27%	548,480
Staffmark/EMS	06-1553489	57.75%	52,618,723
Kennedy Advisors, LLC dba Westwood Mgmt	20-5946188	1.43%	1,268,209
A1 Fabricators	06-1553489	0.87%	287,995
Dalaco Materials LLC	06-1553489	0.00%	71,418
BBM Railway Equipment	45-3626811	3.56%	825,887
STNL Development, LLC	06-1553489	3.04%	653,501
L. Zins Plumbing	31-1094387	0.00%	0
Benchmark Restaurant LLC	06-1553489	0.14%	8,842
K2SA LLC	82-2158472	1.25%	268,186
Hematite, Inc.	47-1243799	4.73%	853,065
Power Food Technology	32-0522389	0.02%	1,667
Normandy Catering	34-1244249	0.05%	7,128
McHales Catering, LLC	20-3810626	0.70%	915,237
Youngstown Business Incubator	34-1751707	0.35%	25,516
Facility Services & Maintenance Systems	80-0683942	0.07%	7,452
Superior Logistics Ohio, LLC	47-4232192	0.96%	154,568
EVP International LLC	27-2565401	3.70%	419,161
Stuff by Andrew Neyer	47-4193673	0.09%	6,514
CustomEyes Vision Center Inc dba Liberty EyeCare	46-4543492	0.69%	49,603
Patriot Roofing Company, LLC	46-1367080	0.01%	650

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401k Savings Plan (Anderson Cosmetic)

01-JAN-21 to 31-DEC-21

18-JAN-22 08:25:47

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			3,742.08	4,453.91
1RFETX			9,814.51	11,993.36
1RFFTX			58.07	75.37
1RFGTX			1,187.61	1,586.37
1RWIGX			5.46	6.94
1RERGX			25.99	27.59
1ODVYX			1.98	2.14
1VSMAX			13.30	17.18
1MXYKX			3.57	3.47
1WFPRX			1.22	1.21
1JVAYX			7.56	8.02
1SWPPX			17.82	22.36
1MSFHX			6.18	6.36
1NEZYX			1.87	1.92
1PDBZX			9.94	9.97
1PCSV25			6.77	6.77
			14,903.93	18,222.94

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Bill's Auto Sales and Leasing, Ltd.)****01-JAN-21 to 31-DEC-21****18-JAN-22 08:26:38**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFFTX			18,329.07	22,315.01
			18,329.07	22,315.01
PARTICIPANT LOANS	VARIOUS	6.000-6.000	1,746.80	1,750.81

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Business Information Solutions)**01-JAN-21 to 31-DEC-21****18-JAN-22 08:30:15**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			66,372.48	73,508.38
1RFDTX			57,674.63	68,620.77
1RFETX			45,090.75	53,074.02
1RFFTX			292,983.81	374,459.35
1RFHTX			30,595.00	41,407.18
1RWIGX			1,502.64	1,933.45
1RERGX			25,334.04	30,894.25
1ODVYX			9,328.62	9,056.40
1FRSCV6			17,352.06	16,928.55
1JVTIX			13,103.78	15,415.56
1MXYKX			24,147.52	23,957.34
1WFPRX			5,528.25	5,490.58
1RAFGX			45,507.54	62,926.31
1JVAYX			55,719.71	62,625.17
1SWPPX			41,185.32	65,512.18
1MSFHX			10,489.64	11,498.36
1NEZYX			14,535.18	14,560.09
1PGTQX			1,542.44	1,466.99
1PDBZX			26,368.89	27,000.99
1PCSV25			3,486.35	3,486.35
			787,848.65	963,822.27
FORFEITURES			649.88	649.88

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX	American Funds 2025 Trgt Date Retire R6	1RFETX	American Funds 2030 Trgt Date Retire R6
1RFFTX	American Funds 2035 Trgt Date Retire R6	1RFGTX	American Funds 2040 Trgt Date Retire R6
1RWIGX	American Funds Capital World G/I R6	1RERGX	American Funds EuroPacific Gr R6
1ODVYX	Invesco Developing Markets Y	1VSMAX	Vanguard Small Cap Index Adm
1MXYKX	Great-West T. Rowe Price Mid Cap Gr Inst	1WFPRX	Allspring Special Mid Cap Value R6
1JVAYX	JPMorgan Value Advantage R6	1SWPPX	Schwab S&P 500 Index
1MSFHX	MFS Total Return R3	1NEZYX	Loomis Sayles Strategic Income Fund Y
1PDBZX	PGIM Total Return Bond Z	1PCSV25	Putnam Stable Value Fund
1RRCTX	American Funds 2020 Trgt Date Retire R6	1RFHTX	American Funds 2045 Trgt Date Retire R6
1FRSCV6	Franklin Small Cap Value R6	1JVTIX	Janus Henderson Venture I
1RAFGX	American Funds AMCAP R6	1PGTQX	PGIM Global Total Return R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Dayton Sweeping Service, Inc.)****01-JAN-21 to 31-DEC-21****18-JAN-22 08:32:24**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			656.05	767.71
1RFGTX			2,206.67	2,158.06
1RFHTX			62,318.27	76,420.30
1RWIGX			446.14	515.09
1RERGX			3,483.91	3,380.12
1ODVYX			297.07	295.72
1VSMAX			1,461.91	1,732.72
1MXYKX			324.28	308.39
1JVAYX			883.27	922.84
1SWPPX			1,917.62	2,176.56
1MSFHX			211.13	201.10
1PDBZX			500.87	494.44
1PCSV25			223.84	223.84
			74,931.03	89,596.89
PARTICIPANT LOANS	VARIOUS	4.250-4.250	14,414.22	14,449.35
FORFEITURES			422.57	422.57

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX	American Funds 2025 Trgt Date Retire R6	1RFETX	American Funds 2030 Trgt Date Retire R6
1RFFTX	American Funds 2035 Trgt Date Retire R6	1RFGTX	American Funds 2040 Trgt Date Retire R6
1RWIGX	American Funds Capital World G/I R6	1RERGX	American Funds EuroPacific Gr R6
1ODVYX	Invesco Developing Markets Y	1VSMAX	Vanguard Small Cap Index Adm
1MXYKX	Great-West T. Rowe Price Mid Cap Gr Inst	1WFPRX	Allspring Special Mid Cap Value R6
1JVAYX	JPMorgan Value Advantage R6	1SWPPX	Schwab S&P 500 Index
1MSFHX	MFS Total Return R3	1NEZYX	Loomis Sayles Strategic Income Fund Y
1PDBZX	PGIM Total Return Bond Z	1PCSV25	Putnam Stable Value Fund
1RRCTX	American Funds 2020 Trgt Date Retire R6	1RFHTX	American Funds 2045 Trgt Date Retire R6
1FRSCV6	Franklin Small Cap Value R6	1JVTIX	Janus Henderson Venture I
1RAFGX	American Funds AMCAP R6	1PGTQX	PGIM Global Total Return R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Staffmark/EMS 401(k) Savings Plan (Dayton Region Manufacturers Association)
01-JAN-21 to 31-DEC-21

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFITX			4,635.95	6,329.89
1RFKTX			578.00	769.56
1RERGX			48,026.36	58,889.47
1JVTIX			27,139.26	31,817.41
1MXYKX			35,497.56	35,231.07
1RAFGX			113,338.88	156,249.63
1JVAYX			115,439.60	128,090.71
1NEZYX			43,176.49	44,591.68
1PDBZX			96,070.86	99,161.00
			483,902.96	561,130.42

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX	American Funds 2025 Trgt Date Retire R6	1RFETX	American Funds 2030 Trgt Date Retire R6
1RFFTX	American Funds 2035 Trgt Date Retire R6	1RFGTX	American Funds 2040 Trgt Date Retire R6
1RWIGX	American Funds Capital World G/I R6	1RERGX	American Funds EuroPacific Gr R6
1ODVYX	Invesco Developing Markets Y	1VSMAX	Vanguard Small Cap Index Adm
1MXYKX	Great-West T. Rowe Price Mid Cap Gr Inst	1WFPX	Allspring Special Mid Cap Value R6
1JVAYX	JPMorgan Value Advantage R6	1SWPPX	Schwab S&P 500 Index
1MSFHX	MFS Total Return R3	1NEZYX	Loomis Sayles Strategic Income Fund Y
1PDBZX	PGIM Total Return Bond Z	1PCSV25	Putnam Stable Value Fund
1RRCTX	American Funds 2020 Trgt Date Retire R6	1RFHTX	American Funds 2045 Trgt Date Retire R6
1FRSCV6	Franklin Small Cap Value R6	1JVTIX	Janus Henderson Venture I
1RAFGX	American Funds AMCAP R6	1PGTQX	PGIM Global Total Return R6
1RFITX	American Funds 2050 Trgt Date Retire R6	1RFKTX	American Funds 2055 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Dress for Success)

01-JAN-21 to 31-DEC-21

18-JAN-22 08:35:03

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RWIGX			82.21	90.51
1RERGX			353.99	342.13
1ODVYX			17.87	16.57
1VSMAX			178.88	204.29
1MXYKX			57.07	52.87
1VEXAX			20,232.27	31,156.16
1WFPRX			18.44	18.31
1JVAYX			68.59	71.49
1SWPPX			89,333.93	135,454.69
1MSFHX			159.88	160.57
1NEZYX			52.32	53.11
1PGTQX			0.08	0.08
1PDBZX			269.98	266.97
1PCSV25			1,322.02	1,322.02
			112,147.53	169,209.77

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX	American Funds 2025 Trgt Date Retire R6	1RFETX	American Funds 2030 Trgt Date Retire R6
1RFFTX	American Funds 2035 Trgt Date Retire R6	1RFGTX	American Funds 2040 Trgt Date Retire R6
1RWIGX	American Funds Capital World G/I R6	1RERGX	American Funds EuroPacific Gr R6
1ODVYX	Invesco Developing Markets Y	1VSMAX	Vanguard Small Cap Index Adm
1MXYKX	Great-West T. Rowe Price Mid Cap Gr Inst	1WFPRX	Allspring Special Mid Cap Value R6
1JVAYX	JPMorgan Value Advantage R6	1SWPPX	Schwab S&P 500 Index
1MSFHX	MFS Total Return R3	1NEZYX	Loomis Sayles Strategic Income Fund Y
1PDBZX	PGIM Total Return Bond Z	1PCSV25	Putnam Stable Value Fund
1RRCTX	American Funds 2020 Trgt Date Retire R6	1RFHTX	American Funds 2045 Trgt Date Retire R6
1FRSCV6	Franklin Small Cap Value R6	1JVTIX	Janus Henderson Venture I
1RAFGX	American Funds AMCAP R6	1PGTQX	PGIM Global Total Return R6
1RFITX	American Funds 2050 Trgt Date Retire R6	1RFKTX	American Funds 2055 Trgt Date Retire R6
1VEXAX	Vanguard Extended Market Idx Adm		

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (E-MEK Technologies)

01-JAN-21 to 31-DEC-21

18-JAN-22 08:37:46

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			7,584.26	8,469.55
1RRCTX			7,544.76	8,557.36
1RFDTX			46,424.67	53,913.42
1RFETX			27,615.83	32,899.54
1RFFTX			101,656.82	128,320.29
1RFGTX			4,923.40	6,269.87
1RFHTX			18,519.12	22,386.16
1RFITX			3,108.04	4,243.71
1RFKTX			1,789.24	2,465.25
1RWIGX			491.59	520.22
1RERGX			1,870.81	1,757.70
1ODVYX			940.82	1,106.14
1FRSCV6			2,288.69	2,237.16
1JVTIX			2,568.77	3,042.45
1VSMAX			804.94	877.87
1MXYKX			3,758.36	3,698.71
1WFPRX			189.64	187.19
1RAFGX			1,239.10	1,726.84
1FCNTX			481.20	655.94
1JVAYX			3,839.74	4,231.28
1SWPPX			6,218.34	9,642.38
1MSFHX			2,336.84	2,480.47
1NEZYX			332.22	329.89
1PGTQX			1.25	1.22
1PDBZX			5,137.69	5,080.26
1PCSV25			3,033.81	3,033.81
			254,699.95	308,134.68
PARTICIPANT LOANS	VARIOUS	4.250-4.250	2,095.06	2,101.86
FORFEITURES			38.81	38.81

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (E-MEK Technologies)**01-JAN-21 to 31-DEC-21****18-JAN-22 08:37:46**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (Exochem Corporation)

01-JAN-21 to 31-DEC-21

18-JAN-22 08:40:00

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			39.29	42.96
1RFDTX			1,009,460.95	1,118,101.24
1RFETX			125,615.29	152,729.32
1RFFTX			49,748.93	64,169.93
1RFGTX			65,227.10	85,593.60
1RFITX			6,588.81	7,479.82
1RFKTX			2,504.29	3,338.88
1RWIGX			4,677.86	5,696.30
1RERGX			2,660.25	2,841.35
1JVTIX			14,621.41	16,461.15
1VSMAX			1,421.32	1,822.89
1MXKX			13,233.88	13,016.24
1WFPRX			383.95	380.85
1RAFGX			4,310.15	5,393.89
1FCNTX			1,089.10	1,130.04
1JVAYX			295.64	375.16
1SWPPX			3,463.56	4,282.81
1MSFHX			1,852.07	1,860.67
1NEZYX			725.45	730.27
1PGTQX			0.96	0.95
1PDBZX			3,208.12	3,204.16
1PCSV25			2,195.01	2,195.01
			1,313,323.39	1,490,847.49
PARTICIPANT LOANS	VARIOUS	4.250-6.000	8,148.60	8,137.56
FORFEITURES			19,303.06	19,303.06

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Exochem Corporation)**01-JAN-21 to 31-DEC-21****18-JAN-22 08:40:00**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401k Savings Plan

01-JAN-21 to 31-DEC-21

18-JAN-22 08:41:59

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			16,932.07	19,172.72
1RRCTX			18,189.59	20,843.72
1RFDTX			7.81	62.39
1RFETX			5,506.92	6,976.95
1RFFTX			36.66	316.25
1RFGTX			4.74	43.17
1RFHTX			2.84	26.62
1RFITX			712.45	1,005.75
1RWIGX			17,609.90	23,080.22
1RERGX			21,555.23	27,321.75
1ODVYX			184.06	220.03
1FRSCV6			2,735.33	2,673.74
1JVTIX			31,847.03	37,719.69
1MXYKX			82,096.52	81,493.73
1WFPRX			72,549.76	72,066.44
1RAFGX			76,038.83	105,968.43
1JVAYX			138,053.80	153,145.30
1SWPPX			1,524.08	2,573.62
1MSFHX			20,853.26	23,968.68
1NEZYX			9,518.57	10,083.00
1PDBZX			35,157.31	36,684.53
1PCSV25			135,438.96	135,438.96
			686,555.72	760,885.69
FORFEITURES			1,199.39	1,199.39

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401k Savings Plan

01-JAN-21 to 31-DEC-21

18-JAN-22 08:41:59

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Hafer and Rawe, Inc.)

01-JAN-21 to 31-DEC-21

18-JAN-22 08:45:01

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFFTX			71,716.22	88,582.66
1RFITX			14,306.65	19,219.43
1RWIGX			3,701.93	4,629.43
1RERGX			111,855.76	136,635.13
1ODVYX			92,621.57	106,299.12
1FRSCV6			101,514.46	99,366.97
1JVTIX			15,088.84	17,532.13
1VSMAX			18.22	18.34
1MXYKX			41,836.13	40,666.89
1WFPRX			93,103.55	92,493.44
1RAFGX			65,894.99	90,518.53
1FCNTX			45,643.52	53,149.67
1JVAYX			43,347.46	48,270.16
1SWPPX			77,222.19	120,420.74
1MSFHX			8,769.35	9,233.77
1PGTQX			3,048.33	2,917.15
1PDBZX			38,353.82	38,438.33
1PCSV25			20,898.33	20,900.22
			848,941.32	989,292.11
FORFEITURES			1,153.52	1,153.52

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Staffmark/EMS 401(k) Savings Plan (Jonathan Winston Blum Enterprises, LLC)
01-JAN-21 to 31-DEC-21

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RWIGX			2,895.11	3,456.35
1RERGX			13,383.85	15,008.99
1ODVYX			2,684.39	2,835.71
1FRSCV6			2,193.30	2,145.11
1JVTIX			10,071.83	11,070.44
1MXYKX			9,525.01	9,250.70
1WFPRX			4,575.14	4,543.41
1RAFGX			14,834.08	19,040.25
1JVAYX			29,400.75	32,054.81
1SWPPX			16,305.05	23,947.14
			105,868.51	123,352.91

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
1RFFTX American Funds 2035 Trgt Date Retire R6
1RWIGX American Funds Capital World G/I R6
1ODVYX Invesco Developing Markets Y
1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
1JVAYX JPMorgan Value Advantage R6
1MSFHX MFS Total Return R3
1PDBZX PGIM Total Return Bond Z
1RRCTX American Funds 2020 Trgt Date Retire R6
1FRSCV6 Franklin Small Cap Value R6
1RAFGX American Funds AMCAP R6
1RFITX American Funds 2050 Trgt Date Retire R6
1VEXAX Vanguard Extended Market Idx Adm
1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
1RFGTX American Funds 2040 Trgt Date Retire R6
1RERGX American Funds EuroPacific Gr R6
1VSMAX Vanguard Small Cap Index Adm
1WFPRX Allspring Special Mid Cap Value R6
1SWPPX Schwab S&P 500 Index
1NEZYX Loomis Sayles Strategic Income Fund Y
1PCSV25 Putnam Stable Value Fund
1RFHTX American Funds 2045 Trgt Date Retire R6
1JVTIX Janus Henderson Venture I
1PGTQX PGIM Global Total Return R6
1RFKTX American Funds 2055 Trgt Date Retire R6
1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (Language Logic, LLC)

01-JAN-21 to 31-DEC-21

18-JAN-22 08:51:59

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			474,672.09	537,838.46
1RFDTX			32,757.10	37,463.74
1RFETX			274,140.73	322,147.77
1RFFTX			275,099.19	345,132.32
1RFGTX			79,718.65	105,618.56
1RFHTX			77,415.74	101,354.64
1RFITX			270,246.34	356,616.85
1RFKTX			46,765.19	64,610.86
1RWIGX			10,231.88	13,056.73
1RERGX			185,314.41	225,231.42
1ODVYX			49,811.38	56,799.15
1FRSCV6			33,259.75	32,485.86
1JVTIX			106,101.12	121,275.50
1VSMAX			11,562.47	14,109.78
1MXYKX			113,897.96	112,215.67
1VEXAX			2,293.17	2,265.41
1WFPRX			69,919.78	69,428.21
1RAFGX			61,265.25	83,483.77
1FCNTX			41,595.15	53,051.82
1JVAYX			102,838.60	114,350.37
1SWPPX			810,009.50	1,299,006.80
1MSFHX			27,475.00	30,866.85
1NEZYX			67,857.95	69,694.17
1PGTQX			4,616.31	4,392.33
1PDBZX			160,728.81	159,183.58
1PCSV25			14,725.91	14,725.91
			3,404,319.43	4,346,406.53
PARTICIPANT LOANS	VARIOUS	4.250-6.250	86,303.10	87,130.48
FORFEITURES			354.66	354.66

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Language Logic, LLC)**01-JAN-21 to 31-DEC-21****18-JAN-22 08:51:59**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

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GA

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Page 1 of 1

Staffmark/EMS 401(k) Savings Plan (Myers Poured Concrete Walls)**01-JAN-21 to 31-DEC-21****18-JAN-22 08:54:52**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			65,927.84	63,810.81
			65,927.84	63,810.81

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Orbit Manufacturing, Inc.)

01-JAN-21 to 31-DEC-21

18-JAN-22 08:56:27

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			40.42	45.77
1RWIGX			1,601.88	2,101.14
1RERGX			1,464.53	1,857.49
1JVTIX			2,317.52	2,748.05
1MXYKX			3,120.76	3,100.92
1RAFGX			4,423.38	6,169.48
1JVAYX			8,382.60	9,307.17
1MSFHX			3,378.47	3,884.37
1PDBZX			6,477.81	6,757.02
1PCSV25			3,262.18	3,262.18
			34,469.55	39,233.59
FORFEITURES			471.28	471.28

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (ORX Solutions)

01-JAN-21 to 31-DEC-21

18-JAN-22 08:58:01

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			8,149.84	9,700.12
1RFITX			1,609.71	2,197.87
1RWIGX			73.65	96.54
1RERGX			577.13	731.52
1ODVYX			138.54	165.60
1FRSCV6			80.50	78.69
1JVTIX			583.01	690.52
1IMXYKX			603.26	598.83
1WFPRX			330.23	328.03
1RAFGX			773.29	1,077.68
1JVAYX			1,258.69	1,396.29
1SWPPX			667.85	1,127.77
1PGTQX			104.33	99.20
1PDBZX			1,868.48	1,949.65
1PCSV25			338.78	338.78
			17,157.29	20,577.09

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1IMXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (Peter A. Wimberg Co., Inc.)

01-JAN-21 to 31-DEC-21

18-JAN-22 09:01:50

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			21,762.96	24,893.92
1RFGTX			23,459.21	26,998.76
1RFHTX			5,644.58	7,619.99
1RFITX			17,140.80	19,679.06
1RWIGX			26,974.85	33,872.71
1RERGX			52,363.05	59,671.94
1ODVYX			1,315.17	1,153.29
1JVTIX			25,059.16	29,471.33
1VSMAX			13,382.30	13,791.25
1MXYKX			74,549.70	73,958.06
1WFPX			14,944.52	14,837.21
1RAFGX			48,811.68	67,465.26
1JVAYX			43,985.07	48,570.06
1SWPPX			34,136.34	40,887.96
1MSFHX			23,374.91	25,155.68
1NEZYX			25,475.60	26,560.78
1PGTQX			0.04	0.04
1PDBZX			32,049.05	32,915.63
1PCSV25			18,342.58	18,342.58
			502,771.57	565,845.51
PARTICIPANT LOANS	VARIOUS	5.250-5.250	486.48	489.27

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Peter A. Wimberg Co., Inc.)**01-JAN-21 to 31-DEC-21****18-JAN-22 09:01:50**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Real Asset Solutions)**01-JAN-21 to 31-DEC-21****18-JAN-22 09:02:43**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RAFGX			2.44	3.40
1JVAYX			3.38	3.75
1MSFHX			1.98	2.28
1NEZYX			1.24	1.33
1PDBZX			2.53	2.63
1PCSV25			1.54	1.54
			13.11	14.93

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
1RFFTX American Funds 2035 Trgt Date Retire R6
1RWIGX American Funds Capital World G/I R6
1ODVYX Invesco Developing Markets Y
1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
1JVAYX JPMorgan Value Advantage R6
1MSFHX MFS Total Return R3
1PDBZX PGIM Total Return Bond Z
1RRCTX American Funds 2020 Trgt Date Retire R6
1FRSCV6 Franklin Small Cap Value R6
1RAFGX American Funds AMCAP R6
1RFITX American Funds 2050 Trgt Date Retire R6
1VEXAX Vanguard Extended Market Idx Adm
1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
1RFGTX American Funds 2040 Trgt Date Retire R6
1RERGX American Funds EuroPacific Gr R6
1VSMAX Vanguard Small Cap Index Adm
1WFPRX Allspring Special Mid Cap Value R6
1SWPPX Schwab S&P 500 Index
1NEZYX Loomis Sayles Strategic Income Fund Y
1PCSV25 Putnam Stable Value Fund
1RFHTX American Funds 2045 Trgt Date Retire R6
1JVTIX Janus Henderson Venture I
1PGTQX PGIM Global Total Return R6
1RFKTX American Funds 2055 Trgt Date Retire R6
1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Kindred Spirits Invstmt. Mgmt, LLC dba RedTree Invstmts.

01-JAN-21 to 31-DEC-21

18-JAN-22 09:04:47

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFHTX			24,639.19	33,273.45
1RWIGX			364.45	369.30
1RERGX			125,197.79	133,084.18
1ODVYX			6,486.40	6,479.28
1FRSCV6			90,358.52	88,136.19
1JVTIX			14,333.26	15,436.13
1VSMAX			1,136.28	1,168.09
1MXYKX			212.85	181.40
1VEXAX			37,264.86	38,558.50
1RAFGX			70,474.02	94,315.15
1JVAYX			73,016.38	80,531.18
1SWPPX			399,102.46	615,004.35
1MSFHX			918.60	907.14
1NEZYX			12,868.52	12,997.00
1PGTQX			1.21	1.15
1PDBZX			5,930.65	5,834.39
1PCSV25			891.63	891.63
			863,197.07	1,127,168.51

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Result Data Consulting Limited)****01-JAN-21 to 31-DEC-21****18-JAN-22 09:05:32**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			430,462.79	511,160.85
1RFFTX			204,868.45	265,580.21
1RFHTX			42,491.25	57,507.57
1RFKTX			3,191.02	4,222.22
			681,013.51	838,470.85
FORFEITURES			4,574.71	4,574.71

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
1RFFTX American Funds 2035 Trgt Date Retire R6
1RWIGX American Funds Capital World G/I R6
1ODVYX Invesco Developing Markets Y
1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
1JVAYX JPMorgan Value Advantage R6
1MSFHX MFS Total Return R3
1PDBZX PGIM Total Return Bond Z
1RRCTX American Funds 2020 Trgt Date Retire R6
1FRSCV6 Franklin Small Cap Value R6
1RAFGX American Funds AMCAP R6
1RFITX American Funds 2050 Trgt Date Retire R6
1VEXAX Vanguard Extended Market Idx Adm
1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
1RFGTX American Funds 2040 Trgt Date Retire R6
1RERGX American Funds EuroPacific Gr R6
1VSMAX Vanguard Small Cap Index Adm
1WFPRX Allspring Special Mid Cap Value R6
1SWPPX Schwab S&P 500 Index
1NEZYX Loomis Sayles Strategic Income Fund Y
1PCSV25 Putnam Stable Value Fund
1RFHTX American Funds 2045 Trgt Date Retire R6
1JVTIX Janus Henderson Venture I
1PGTQX PGIM Global Total Return R6
1RFKTX American Funds 2055 Trgt Date Retire R6
1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Specialty Logistics, Inc.)

01-JAN-21 to 31-DEC-21

18-JAN-22 09:07:00

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFGTX			3.60	4.81
1RWIGX			8,305.56	10,724.14
1RERGX			15,577.40	19,335.79
1JVTIX			17,051.17	20,047.45
1MXYKX			43,511.52	43,152.96
1WFPRX			9,766.76	9,698.57
1RAFGX			27,039.02	37,297.60
1JVAYX			30,215.68	33,494.98
1PDBZX			35,493.46	36,710.93
1PCSV25			6,494.28	6,494.28
			193,458.45	216,961.51

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Terrex, LLC)

01-JAN-21 to 31-DEC-21

18-JAN-22 09:09:13

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFFTX			68,654.50	79,762.12
1RFITX			94,608.01	109,820.06
1RWIGX			23,283.89	29,104.14
1RERGX			52,616.63	61,976.16
1ODVYX			11,414.30	12,605.76
1FRSCV6			46,887.77	45,792.72
1JVTIX			46,707.12	53,661.66
1VSMAX			8,634.23	8,863.23
1MXYKX			107,900.86	106,014.08
1WFPRX			4,791.14	4,747.99
1RAFGX			19,651.75	25,395.50
1FCNTX			28,041.32	30,714.60
1JVAYX			149,827.75	165,687.62
1SWPPX			78,159.81	116,971.65
1PDBZX			0.46	0.48
1PCSV25			0.01	0.01
			741,179.55	851,117.78
FORFEITURES			1,400.50	1,400.50

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Terry Monnie Title Company)****01-JAN-21 to 31-DEC-21****18-JAN-22 09:11:13**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RWIGX			6,527.77	6,836.31
1RERGX			28,217.65	26,507.23
1ODVYX			1,279.23	1,186.05
1VSMAX			27,758.56	32,337.80
1MXYKX			4,800.24	4,272.56
1VEXAX			14,755.09	17,011.21
1WFPRX			2,327.65	2,303.39
1JVAYX			4,338.69	4,150.22
1SWPPX			51,062.90	60,502.33
1MSFHX			14,066.42	13,879.90
1NEZYX			4,796.97	4,820.02
1PGTQX			7.56	7.48
1PDBZX			23,105.18	22,807.73
1PCSV25			16,108.95	16,108.95
			199,152.86	212,731.18
FORFEITURES			1.34	1.34

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (The Expediting Co., Inc.)****01-JAN-21 to 31-DEC-21****18-JAN-22 09:14:50**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			514.52	496.38
1RFDTX			8,084.25	7,990.02
1RFETX			7,966.13	8,548.41
1RFFTX			63,713.83	75,203.08
1RFGTX			83,058.07	85,964.56
1RFHTX			17,296.62	18,796.79
1RFITX			33,524.50	42,081.99
1RFKTX			3,429.51	3,374.55
1RWIGX			15,401.21	17,849.06
1RERGX			33,313.58	31,564.13
1ODVYX			5,704.42	6,363.63
1FRSCV6			20.97	20.50
1JVTIX			5,880.47	6,649.85
1VSMAX			14,062.73	15,501.08
1MXYKX			24,453.77	22,916.07
1WFPRX			12,954.27	12,841.18
1RAFGX			10,973.18	14,532.77
1FCNTX			674.71	708.84
1JVAYX			18,275.51	19,669.77
1SWPPX			32,823.95	35,944.62
1MSFHX			27,477.29	27,505.77
1NEZYX			21,747.33	21,941.35
1PGTQX			207.95	197.76
1PDBZX			66,395.03	66,902.43
1PCSV25			56,831.37	56,831.37
			564,785.17	600,395.96
PARTICIPANT LOANS	VARIOUS	4.250-6.250	7,535.46	7,572.86

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (The Expediting Co., Inc.)**01-JAN-21 to 31-DEC-21****18-JAN-22 09:14:50**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Tipton Interests, Inc.)

01-JAN-21 to 31-DEC-21

18-JAN-22 09:16:29

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			44,134.57	45,647.73
1RWIGX			7,834.77	10,294.26
1RERGX			15,066.63	19,120.61
1ODVYX			4,381.07	5,230.10
1JVTIX			10,380.02	12,346.87
1MXYKX			25,677.16	25,558.41
1WFPX			9,131.80	9,070.97
1RAFGX			27,769.00	38,833.73
1JVAYX			27,258.49	30,347.17
1NEZYX			13,278.46	13,857.12
1PDBZX			15,559.05	16,200.04
1PCSV25			12,360.76	12,360.76
			212,831.78	238,867.77
FORFEITURES			4.20	4.20

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Unit Building Services, Inc.)****01-JAN-21 to 31-DEC-21****18-JAN-22 09:18:52**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFETX			1,563.83	1,911.00
1RWIGX			53,825.84	69,519.90
1RERGX			114,542.00	144,321.88
1ODVYX			49,580.02	59,263.82
1JVTIX			31,665.85	37,505.11
1MXYKX			52,025.03	51,642.99
1WFPX			14,520.36	14,414.15
1RAFGX			373,066.51	519,046.00
1JVAYX			339,903.95	377,228.49
1SWPPX			44,030.70	70,064.48
1MSFHX			82,650.21	94,843.22
1NEZYX			107,918.90	113,377.92
1PGTQX			663.96	631.32
1PDBZX			163,383.38	168,984.34
1PCSV25			42,509.72	42,509.72
			1,471,850.26	1,765,264.34
FORFEITURES			7,437.80	7,437.80

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAV Vanguard Small Cap Index Adm
 1WFPX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (United Commercial Floors, Inc.)****01-JAN-21 to 31-DEC-21****18-JAN-22 09:21:00**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFGTX			52,437.68	63,361.04
1RWIGX			617.35	643.19
1RERGX			1,897.34	1,786.42
1ODVYX			162.56	144.67
1FRSCV6			31.74	30.50
1JVTIX			276.76	295.36
1VSMAX			880.38	896.64
1MXYKX			551.12	509.11
1WFPRX			135.56	132.86
1RAFGX			431.92	531.38
1JVAYX			1,214.61	1,214.45
1SWPPX			1,303.51	1,399.65
1MSFHX			264.75	284.54
1PGTQX			30.90	30.35
1PDBZX			696.51	702.97
1PCSV25			32,532.47	32,532.47
			93,465.16	104,495.60
FORFEITURES			5.74	5.74

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Woodlawn Rubber Company)****01-JAN-21 to 31-DEC-21**

18-JAN-22 09:22:26

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			9,972.16	10,966.52
1RRCTX			1,199,320.50	1,347,181.91
1RFDTX			8,117.69	9,052.10
1RFETX			7,529.48	8,968.55
1RFFTX			67,147.05	86,212.51
1RFGTX			7,456.17	9,309.93
1RFHTX			32,374.41	41,573.24
1RFITX			6,477.44	8,540.76
1RFKTX			7,298.88	9,274.73
1JVTIX			167,281.52	190,111.63
1VSMAX			138,145.17	191,741.92
1MXYKX			197,428.32	193,646.43
1VEXAX			138,149.23	202,393.87
1MSFHX			14.28	16.42
1PCSV25			91,171.03	91,171.03
			2,077,883.33	2,400,161.55
PARTICIPANT LOANS	VARIOUS	4.250-5.250	28,592.91	28,592.91
FORFEITURES			1,026.75	1,026.75

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (Zins Plumbing)

01-JAN-21 to 31-DEC-21

18-JAN-22 09:25:33

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFGTX			4,083.13	4,613.42
1RFHTX			38,279.44	50,733.01
1RWIGX			8,930.18	11,610.70
1RERGX			31,089.91	38,491.81
1ODVYX			5,044.98	5,548.79
1FRSCV6			1,907.75	1,858.00
1JVTIX			34,456.36	40,461.24
1VSMAX			8,165.53	11,025.91
1MXYKX			73,887.05	73,285.25
1WFPRX			19,120.39	18,989.32
1RAFGX			44,527.82	61,666.37
1JVAYX			62,158.40	68,923.32
1SWPPX			9,874.14	15,544.31
1MSFHX			25,423.12	28,998.03
1NEZYX			33,755.33	35,395.91
1PGTQX			439.35	420.34
1PDBZX			52,162.74	53,619.65
1PCSV25			15,613.88	15,613.88
			468,919.50	536,799.26
PARTICIPANT LOANS	VARIOUS	4.250-5.750	11,590.38	11,609.27
FORFEITURES			71.75	71.75

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Zins Plumbing)

01-JAN-21 to 31-DEC-21

18-JAN-22 09:25:33

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (related employer group of Staffmark Holdings, Inc. and EMS)

01-JAN-21 to 31-DEC-21

18-JAN-22 09:43:56

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			85,128.12	94,089.72
1RRCTX			402,650.02	450,821.05
1RFDTX			1,695,289.73	1,917,952.57
1RFETX			990,141.72	1,151,379.00
1RFFTX			2,138,454.47	2,535,202.37
1RFGTX			1,712,940.59	2,170,821.73
1RFHTX			1,137,117.86	1,464,515.74
1RFITX			1,076,588.54	1,352,318.96
1RFKTX			686,309.91	845,226.46
1RFUTX			92,066.36	102,446.79
1RWIGX			1,201,101.54	1,488,563.02
1RERGX			2,527,330.77	2,903,065.73
1ODVYX			274,454.92	303,084.53
1FRSCV6			125,631.57	121,039.67
1JVTIX			1,853,995.88	2,142,231.78
1VSMAX			553,670.62	636,493.07
1MXYKX			4,956,108.71	4,885,598.72
1VEXAX			126,202.89	153,490.67
1WFPRX			1,062,264.72	1,053,337.97
1RAFGX			4,463,930.01	6,113,844.15
1FCNTX			222,529.39	255,372.06
1JVAYX			6,765,975.84	7,486,178.50
1SWPPX			1,697,382.63	2,367,908.12
1MSFHX			1,602,789.87	1,769,913.85
1NEZYX			1,254,384.78	1,299,745.26
1PGTQX			214,847.11	204,399.29
1PDBZX			3,502,834.53	3,588,688.05
1PCSV25			2,836,772.13	2,836,800.63
			45,258,895.23	51,694,529.46
PARTICIPANT LOANS	VARIOUS	4.250-9.750	893,233.93	894,982.52
FORFEITURES			29,210.63	29,210.63

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA **Staffmark/EMS 401(k) Savings Plan (related employer group of Staffmark Holdings, Inc. and EMS)**
01-JAN-21 to 31-DEC-21

18-JAN-22 09:43:56

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401k Savings Plan (Kennedy Advisors)

01-JAN-21 to 31-DEC-21

18-JAN-22 09:51:06

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFKTX			174,049.07	228,080.55
1RWIGX			46,517.33	59,430.75
1RERGX			15,832.32	18,371.96
1ODVYX			46,217.19	50,670.02
1FRSCV6			18,529.07	18,111.84
1JVTIX			32,987.14	37,409.23
1VSMAX			5,292.45	6,390.99
1MXYKX			68,963.02	68,127.32
1FCNTX			6,783.35	6,978.82
1JVAYX			455.13	447.78
1SWPPX			430,352.26	682,436.56
1MSFHX			69,682.39	78,719.73
1PGTQX			2,786.58	2,665.65
1PDBZX			9,947.63	10,277.48
1PCSV25			0.02	0.02
			928,394.95	1,268,118.70
FORFEITURES			90.24	90.24

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 20-5946188

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (A1 Fabricators)

01-JAN-21 to 31-DEC-21

18-JAN-22 09:52:36

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			14,158.10	15,969.41
1RRCTX			13,095.43	13,727.92
1RFDTX			23,135.69	25,794.44
1RFETX			48,163.88	55,037.00
1RFFTX			28,229.19	33,143.35
1RFGTX			16,172.73	20,197.48
1RFHTX			71,317.49	88,700.26
1RFITX			8,149.08	9,849.99
1RFKTX			14,609.00	17,939.36
1RFUTX			1,559.91	1,773.31
1RWIGX			252.60	329.11
1RERGX			261.14	320.95
1FRSCV6			131.74	128.77
1JVTIX			118.81	142.00
1VSMAX			96.63	142.51
1MXYKX			225.55	226.55
1VEXAX			154.51	242.38
1WFPRX			220.61	219.14
1RAFGX			221.40	310.49
1FCNTX			244.38	331.58
1JVAYX			397.56	447.55
1SWPPX			386.50	596.94
			241,301.93	285,570.49
PARTICIPANT LOANS	VARIOUS	4.250-5.750	2,433.20	2,424.79
FORFEITURES			0.13	0.13

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (A1 Fabricators)

01-JAN-21 to 31-DEC-21

18-JAN-22 09:52:36

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Dalaco Materials LLC)****01-JAN-21 to 31-DEC-21**

18-JAN-22 09:53:57

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			13.99	113.57
1RRCTX			2,093.55	2,374.52
1RFGTX			741.07	989.91
1RFITX			1,150.88	1,571.40
1RERGX			7,889.30	9,999.86
1JVTIX			4,926.43	5,834.88
1MXYKX			2,268.29	2,251.63
1WFPRX			6,749.39	6,704.43
1RAFGX			8,685.41	12,104.06
1JVAYX			5,386.40	5,975.21
1SWPPX			3,921.68	6,620.23
1PDBZX			12,599.26	13,145.70
1PCSV25			3,486.43	3,486.43
			59,912.08	71,171.83
FORFEITURES			246.62	246.62

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (BBM Railway Equipment LLC)****01-JAN-21 to 31-DEC-21****18-JAN-22 09:57:47**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			5,865.35	6,130.85
1RFETX			16,916.38	18,685.35
1RFITX			107,577.50	131,244.77
1RFKTX			25,244.90	28,857.23
1RFUTX			35,890.20	42,719.22
1RWIGX			4,064.82	4,379.01
1RERGX			33,415.55	32,673.45
1ODVYX			1,870.84	1,654.09
1FRSCV6			14,736.13	14,355.37
1JVTIX			696.31	639.86
1VSMAX			43,400.83	54,460.03
1MXKX			8,316.27	7,335.75
1VEXAX			29,342.91	38,709.44
1WFPRX			2,538.08	2,513.30
1RAFGX			12,803.94	15,933.13
1FCNTX			8,793.42	10,286.94
1JVAYX			15,485.40	16,591.28
1SWPPX			88,565.38	114,360.97
1MSFHX			20,121.00	20,104.32
1NEZYX			7,833.77	7,814.02
1PGTQX			642.63	618.04
1PDBZX			52,509.97	51,894.98
1PCSV25			140,386.84	140,386.84
			677,018.42	762,348.24
PARTICIPANT LOANS	VARIOUS	4.250-4.250	25,996.72	26,036.11
FORFEITURES			37,502.52	37,502.52

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (BBM Railway Equipment LLC)****01-JAN-21 to 31-DEC-21****18-JAN-22 09:57:47**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (STNL Development, LLC)****01-JAN-21 to 31-DEC-21****18-JAN-22 09:58:45**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			1,352.82	1,300.91
1RFDTX			107,018.48	117,693.57
1RFETX			125,909.66	136,854.81
1RFGTX			64,970.56	74,694.54
1RFHTX			134,730.64	168,671.20
1RFUTX			7,197.37	7,321.96
1RWIGX			378.96	382.51
1RERGX			23,755.06	21,231.91
1VSMAX			28,470.81	28,276.62
1VEXAX			38,136.66	36,759.72
1FCNTX			4,860.41	4,626.58
1JVAYX			473.69	481.30
1SWPPX			28,950.46	30,359.17
1PDBZX			15,824.82	15,610.42
			582,030.40	644,265.22
FORFEITURES			9,235.73	9,235.73

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS Savings Plan (Benchmark Restaurant Group LLC)****01-JAN-21 to 31-DEC-21****21-JAN-22 05:58:55**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFHTX			5,391.89	5,324.40
1RFUTX			1,689.25	1,688.45
1RWIGX			97.89	95.92
1RERGX			212.10	197.21
1FRCSX			17.00	16.29
1VSMAX			219.07	220.81
1MXYKX			72.35	63.75
1VEXAX			125.08	124.97
1WFPRX			33.91	33.19
1JVAYX			17.39	16.18
1SWPPX			187.27	198.50
1MSFHX			264.88	254.86
1NEZYX			94.04	93.37
1PDBZX			281.69	279.07
1PCSV25			234.88	234.88
			8,938.69	8,841.85

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 81-5287830

LEGEND**INVESTMENT OPTION:**

1RFHTX American Funds 2045 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1FRCSX Franklin Small Cap Value R6
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund

1RFUTX American Funds 2060 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1VEXAX Vanguard Extended Market Idx Adm
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (K2SA LLC)

01-JAN-21 to 31-DEC-21

18-JAN-22 10:00:15

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			2,813.63	2,801.71
1RFETX			71,700.44	77,924.43
1RFFTX			22,935.45	27,199.17
1RFHTX			7,900.58	10,515.45
1RFITX			17,653.00	20,295.51
1RFKTX			72,535.67	88,614.19
1RFUTX			3,249.17	3,698.22
1RWIGX			4,270.24	4,717.50
1RERGX			8,419.23	8,201.82
1ODVYX			353.29	317.00
1VSMAX			6,638.69	7,298.38
1MXYKX			1,440.64	1,328.45
1VEXAX			943.85	917.31
1WFPRX			710.59	702.87
1JVAYX			2,840.44	3,047.09
1SWPPX			7,894.13	9,312.78
1PDBZX			1,316.12	1,294.46
			233,615.16	268,186.34

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 82-
 Plan 215847

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1RAFGX American Funds AMCAP R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1PGTQX PGIM Global Total Return R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Hematite, Inc.)

01-JAN-21 to 31-DEC-21

23-JAN-22 12:24:48

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			23,166.07	24,030.98
1RRCTX			443.55	425.17
1RFDTX			17,864.54	17,808.31
1RFETX			82,548.79	85,439.52
1RFFTX			156,618.90	180,991.46
1RFGTX			29,528.69	30,960.54
1RFHTX			28,666.91	29,612.77
1RFITX			49,780.98	58,110.06
1RFKTX			65,022.96	70,579.22
1RFUTX			4,750.33	4,732.65
1RWIGX			16,160.37	18,985.69
1RERGX			9,974.08	10,390.81
1ODVYX			936.18	839.00
1VSMAX			17,881.61	23,478.66
1MXYKX			1,123.23	1,067.86
1VEXAX			22,464.75	30,576.12
1WFPRX			133.16	130.09
1FCNTX			26,944.95	28,227.92
1JVAYX			3,210.27	2,951.32
1SWPPX			89,756.65	125,740.93
1MSFHX			1,050.60	1,038.07
1NEZYX			320.99	317.69
1PGTQX			0.48	0.45
1PDBZX			3,174.07	3,128.08
1PCSV25			59,006.06	59,006.06
			710,529.17	808,569.43
FORFEITURES			44,495.46	44,495.46

375441-01

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SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Page 2 of 2

Staffmark/EMS 401(k) Savings Plan (Hematite, Inc.)**01-JAN-21 to 31-DEC-21****23-JAN-22 12:24:48**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFJTX	American Funds 2015 Trgt Date Retire R6	1RRCTX	American Funds 2020 Trgt Date Retire R6
1RFDTX	American Funds 2025 Trgt Date Retire R6	1RFETX	American Funds 2030 Trgt Date Retire R6
1RFFTX	American Funds 2035 Trgt Date Retire R6	1RFGTX	American Funds 2040 Trgt Date Retire R6
1RFHTX	American Funds 2045 Trgt Date Retire R6	1RFITX	American Funds 2050 Trgt Date Retire R6
1RFKTX	American Funds 2055 Trgt Date Retire R6	1RFUTX	American Funds 2060 Trgt Date Retire R6
1RWIGX	American Funds Capital World G/I R6	1RERGX	American Funds EuroPacific Gr R6
1ODVYX	Invesco Developing Markets Y	1VSMAX	Vanguard Small Cap Index Adm
1MXYKX	Great-West T. Rowe Price Mid Cap Gr Inst	1VEXAX	Vanguard Extended Market Idx Adm
1WFPRX	Allspring Special Mid Cap Value R6	1FCNTX	Fidelity Contrafund
1JVAYX	JPMorgan Value Advantage R6	1SWPPX	Schwab S&P 500 Index
1MSFHX	MFS Total Return R3	1NEZYX	Loomis Sayles Strategic Income Fund Y
1PGTQX	PGIM Global Total Return R6	1PDBZX	PGIM Total Return Bond Z
1PCSV25	Putnam Stable Value Fund		

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

375443-01

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SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS Savings Plan (Normandy Catering)****01-JAN-21 to 31-DEC-21****Page 1 of 1****21-JAN-22 03:33:55**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			2,931.84	2,931.19
1RFITX			3,638.51	4,197.06
			<u>6,570.35</u>	<u>7,128.25</u>

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND**INVESTMENT OPTION:**

1RRCTX American Funds 2020 Trgt Date Retire R6

1RFITX American Funds 2050 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year**CURRENT VALUE:** The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (McHales Catering, LLC)****01-JAN-21 to 31-DEC-21****20-JAN-22 22:46:13**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			122,846.71	132,751.65
1RRCTX			11,261.35	12,123.00
1RFDTX			15,058.57	16,348.48
1RFETX			245,729.70	279,736.02
1RFFTX			84,860.03	99,444.20
1RFGTX			85,086.15	104,834.84
1RFHTX			18,312.56	22,779.43
1RFITX			48,265.88	58,892.03
1RFKTX			66,836.52	83,359.81
1RFUTX			9,535.68	11,613.78
1RWIGX			2,500.81	2,883.50
1RERGX			13,381.02	13,145.54
1ODVYX			734.90	715.05
1JVTIX			0.32	0.36
1VSMAX			5,571.02	6,635.46
1MXYKX			2,388.53	2,160.27
1WFPX			1,212.67	1,203.63
1FCNTX			0.31	0.39
1JVAYX			2,169.34	2,141.77
1SWPPX			10,018.15	11,285.61
1MSFHX			6,313.61	6,290.40
1NEZYX			2,351.17	2,355.75
1PGTQX			1.83	1.81
1PDBZX			13,910.91	13,639.22
1PCSV25			8,969.01	8,969.01
			777,316.75	893,311.01
PARTICIPANT LOANS	VARIOUS	4.250-6.250	21,879.42	21,926.33
FORFEITURES			0.06	0.06

375444-01

GA

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Page 2 of 2

Staffmark/EMS 401(k) Savings Plan (McHales Catering, LLC)**01-JAN-21 to 31-DEC-21****20-JAN-22 22:46:13**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund

1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1JVTIX Janus Henderson Venture I
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Youngstown Business Incubator)****01-JAN-21 to 31-DEC-21****20-JAN-22 23:02:39**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFHTX			8,257.79	7,966.74
1RERGX			1,800.95	1,666.54
1ODVYX			883.71	777.88
1VEXAX			2,553.77	2,538.47
1SWPPX			6,000.77	6,593.99
1PDBZX			2,575.07	2,555.66
1PCSV25			3,416.73	3,416.73
			25,488.79	25,516.01

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 34-1751707

LEGEND

INVESTMENT OPTION:

1RFHTX American Funds 2045 Trgt Date Retire R6
 1ODVYX Invesco Developing Markets Y
 1SWPPX Schwab S&P 500 Index
 1PCSV25 Putnam Stable Value Fund

1RERGX American Funds EuroPacific Gr R6
 1VEXAX Vanguard Extended Market Idx Adm
 1PDBZX PGIM Total Return Bond Z

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

375446-01

GA

SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Staffmark/EMS 401(k) Savings Plan (Facility Services & Maintenance Systems Inc.)
01-JAN-21 to 31-DEC-21

Page 1 of 1

20-JAN-22 22:36:15

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFETX			<u>7,365.19</u> 7,365.19	<u>7,451.97</u> 7,451.97

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 80-0683942

LEGEND**INVESTMENT OPTION:**

1RFETX American Funds 2030 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year**CURRENT VALUE:** The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Superior Logistics Ohio, LLC)**01-JAN-21 to 31-DEC-21****22-JAN-22 22:12:07**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			647.74	641.90
1RFETX			13,872.73	14,020.43
1RFFTX			18,781.61	19,493.20
1RFGTX			2,268.23	2,351.07
1RFHTX			30,253.18	31,181.03
1RFITX			23,207.66	24,365.45
1RFKTX			26,191.60	27,731.05
1RFUTX			31,365.16	32,930.22
1PCSV25			610.03	610.03
			147,197.94	153,324.38
PARTICIPANT LOANS	VARIOUS	4.250-4.250	1,240.77	1,243.46

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 47-4232192

LEGEND**INVESTMENT OPTION:**

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1PCSV25 Putnam Stable Value Fund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (LumAware - EVP)

01-JAN-21 to 31-DEC-21

21-JAN-22 02:32:58

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			80,843.87	82,882.38
1RFETX			2,726.42	2,758.09
1RFGTX			310,317.86	321,734.95
1RFHTX			553.13	584.91
1RFITX			6,081.51	6,549.99
1RFUTX			4,286.30	4,638.00
1PCSV25			2.26	2.26
			404,811.35	419,150.58
FORFEITURES			10.41	10.41

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 27-2565401

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1PCSV25 Putnam Stable Value Fund

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

400402-01

GA

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Stuff by Andrew Neyer)****01-JAN-21 to 31-DEC-21****Page 1 of 1****20-JAN-22 21:07:20**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFFTX			1,031.09	1,006.23
1RFGTX			1,133.25	1,110.53
1RFITX			2,946.26	2,877.90
1RFUTX			1,552.33	1,519.45
			6,662.93	6,514.11

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 47-4193673

LEGEND**INVESTMENT OPTION:**

1RFFTX American Funds 2035 Trgt Date Retire R6
1RFITX American Funds 2050 Trgt Date Retire R6

1RFGTX American Funds 2040 Trgt Date Retire R6
1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Staffmark/EMS Savings Plan (CustomEyes Vision Center Inc dba Liberty EyeCare)
01-JAN-21 to 31-DEC-21

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFITX			24,346.93	23,898.79
1RERGX			387.16	366.43
1FRSCV6			2,570.25	2,412.56
1VSCAX			2,701.72	2,406.55
1VSMAX			5,371.76	5,349.92
1MXYKX			3,151.76	2,770.86
1VEXAX			3,493.13	3,384.47
1WFPRX			2,580.93	2,474.75
1FCNTX			397.90	384.20
1JVAYX			2,941.37	2,681.99
1SWPPX			2,979.24	3,100.97
1PDBZX			373.13	371.90
			51,295.28	49,603.39

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 46-4543492

LEGEND

INVESTMENT OPTION:

1RFITX American Funds 2050 Trgt Date Retire R6
 1FRSCV6 Franklin Small Cap Value R6
 1VSMAX Vanguard Small Cap Index Adm
 1VEXAX Vanguard Extended Market Idx Adm
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index

1RERGX American Funds EuroPacific Gr R6
 1VSCAX Invesco Small Cap Value A
 1MXYKX Great-West T. Rowe Price Mid Cap Gr Inst
 1WFPRX Allspring Special Mid Cap Value R6
 1JVAYX JPMorgan Value Advantage R6
 1PDBZX PGIM Total Return Bond Z

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

400404-01

GA

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS Savings Plan (Patriot Roofing Company, LLC)****01-JAN-21 to 31-DEC-21**

Page 1 of 1

21-JAN-22 02:35:29

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFHTX			<u>674.52</u> 674.52	<u>650.13</u> 650.13

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 46-1367080

LEGEND**INVESTMENT OPTION:**

1RFHTX American Funds 2045 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year**CURRENT VALUE:** The value of all assets in each investment option as of the last day of the plan year