

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

A This return/report is for:

☐ a multiemployer plan

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

☒ a single-employer plan

☐ a DFE (specify) _____

B This return/report is:

☐ the first return/report

☐ the final return/report

☐ an amended return/report

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

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

D Check box if filing under:

☒ Form 5558

☐ automatic extension

☐ special extension (enter description)

☐ the DFVC program

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

Part II	Basic Plan Information—enter all requested information							
1a	Name of plan <u>COMFORT FLOW HEATING, CO. 401(K) PROFIT SHARING PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%; font-weight: bold;">1b</td> <td>Three-digit plan number (PN) ▶ <u>002</u></td> </tr> <tr> <td style="font-weight: bold;">1c</td> <td>Effective date of plan <u>01/01/1996</u></td> </tr> </table>	1b	Three-digit plan number (PN) ▶ <u>002</u>	1c	Effective date of plan <u>01/01/1996</u>		
1b	Three-digit plan number (PN) ▶ <u>002</u>							
1c	Effective date of plan <u>01/01/1996</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>COMFORT FLOW HEATING, CO.</u> <u>1951 DON ST., SUITE D</u> <u>SPRINGFIELD, OR 97477</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%; font-weight: bold;">2b</td> <td>Employer Identification Number (EIN) <u>93-0592999</u></td> </tr> <tr> <td style="font-weight: bold;">2c</td> <td>Plan Sponsor's telephone number <u>541-726-0100</u></td> </tr> <tr> <td style="font-weight: bold;">2d</td> <td>Business code (see instructions) <u>238220</u></td> </tr> </table>	2b	Employer Identification Number (EIN) <u>93-0592999</u>	2c	Plan Sponsor's telephone number <u>541-726-0100</u>	2d	Business code (see instructions) <u>238220</u>
2b	Employer Identification Number (EIN) <u>93-0592999</u>							
2c	Plan Sponsor's telephone number <u>541-726-0100</u>							
2d	Business code (see instructions) <u>238220</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.	10/10/2022	MICHELLE QUINNEY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 173
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..... a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 149 6a(2) 134 6b 1 6c 18 6d 153 6e 0 6f 153 6g 148 6h 14
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2A 2E 2F 2H 2J 2K 2T 3D b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.
For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan COMFORT FLOW HEATING, CO. 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 COMFORT FLOW HEATING, CO.	D Employer Identification Number (EIN) 93-0592999	

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)

SAPIENT PRIVATE WEALTH MANAGEMENT

101 EAST BROADWAY
SUITE 480
EUGENE, OR 97401

45-3264817

(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?
27 28	INVESTMENT ADVISOR	47547	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CAPITAL GROUP RETIREMENT PLAN SERVI

82-4555287

(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?
15 19 64 72	RECORDKEEPER	14486	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

PENSION PLANNERS NORTHWEST

93-1160402

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 37 49 99	TPA	7918	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)

PRIME PENSIONS NORTHWEST, LLC

87-3599091

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 37 49 99	TPA	6116	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan COMFORT FLOW HEATING, CO. 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 COMFORT FLOW HEATING, CO.	D Employer Identification Number (EIN) 93-0592999	

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	344603	18
(2) Participant contributions.....	1b(2)	0	35
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1367967	1094275
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	2524077	3483461
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)	169316	141946
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	3584031	4385503
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)	6887	6406

1d Employer-related investments:

		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	7996881	9111644

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	5233	9113
k Total liabilities (add all amounts in lines 1g through 1j)	1k	5233	9113

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	7991648	9102531
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	230732	
(B) Participants	2a(1)(B)	520606	
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2)	2a(3)		751338
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	32871	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	9898	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		42769
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock	2b(2)(B)	41685	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	249511	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C)	2b(2)(D)		291196
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		575648
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		1660951
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	463697	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		463697
f Corrective distributions (see instructions).....	2f		8110
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)	14034	
(2) Contract administrator fees.....	2i(2)	14486	
(3) Investment advisory and management fees.....	2i(3)	47547	
(4) Other.....	2i(4)	2194	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		78261
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		550068
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		1110883
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: MOSS ADAMS LLP

(2) EIN: 91-0189318

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		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

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

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

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

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

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

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

A Name of plan COMFORT FLOW HEATING, CO. 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ► 002
C Plan sponsor's name as shown on line 2a of Form 5500 COMFORT FLOW HEATING, CO.	D Employer Identification Number (EIN) 93-0592999

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

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 95-6817943 93-1209581		
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 _____

Report of Independent Auditors

The Plan Administrative Committee of
Comfort Flow Heating, Co. 401(k) Profit Sharing Plan

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Comfort Flow Heating, Co. 401(k) Profit Sharing Plan an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statement of changes in net assets available for benefits for the year ended December 31, 2021, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of Comfort Flow Heating, Co. 401(k) Profit Sharing Plan as of December 31, 2021 and 2020, and the changes in its net assets available for benefits for the year ended December 31, 2021, in accordance with accounting principles generally accepted in the United States of America (GAAP).

Basis for Opinion

We conducted our audits 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 Financial Statements section of our report. We are required to be independent of Comfort Flow Heating, Co. 401(k) Profit Sharing Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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 Comfort Flow Heating, Co. 401(k) Profit Sharing Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Comfort Flow Heating, Co. 401(k) Profit Sharing 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 Comfort Flow Heating, Co. 401(k) Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

Other Matter

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule H, Line 4(i) – 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 has been subjected to the auditing procedures applied in the audits 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.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Moss Adams LLP

Eugene, Oregon
October 11, 2022

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	COMFORT FLOW HEATING, CO. 401(k) PROFIT SHARING PLAN		1b Three-digit plan number (PN) ▶	002
			1c Effective date of plan 01/01/1996	
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) COMFORT FLOW HEATING, CO. 1951 DON ST., SUITE D SPRINGFIELD OR 97477	2b Employer Identification Number (EIN) 93-0592999		2c Plan Sponsor's telephone number 541-726-0100	
		2d Business code (see instructions) 238220		

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		10-10-22	MICHELLE QUINNEY
	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

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
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		3c Administrator's telephone number	
5 Total number of participants at the beginning of the plan year		4b EIN	
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).		4d PN	
a(1) Total number of active participants at the beginning of the plan year.....		5	173
a(2) Total number of active participants at the end of the plan year		6a(1) 149	
b Retired or separated participants receiving benefits.....		6a(2) 134	
c Other retired or separated participants entitled to future benefits		6b 1	
d Subtotal. Add lines 6a(2) , 6b , and 6c		6c 18	
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6d 153	
f Total. Add lines 6d and 6e		6e 0	
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6f 153	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6g 148	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		6h 14	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2A 2E 2F 2H 2J 2K 2T 3D		7	
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) ☐ 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 _____



REPORT OF INDEPENDENT AUDITORS
AND FINANCIAL STATEMENTS WITH
SUPPLEMENTAL INFORMATION

**COMFORT FLOW HEATING, CO.
401(k) PROFIT SHARING PLAN**

December 31, 2021 and 2020



MOSSADAMS

Table of Contents

	PAGE
Report of Independent Auditors	1–3
Financial Statements	
Statements of net assets available for benefits	4
Statement of changes in net assets available for benefits	5
Notes to financial statements	6–12
Supplemental Information	
Schedule H, line 4(i) – schedule of assets (held at end of year)	13–20

Report of Independent Auditors

The Plan Administrative Committee of
Comfort Flow Heating, Co. 401(k) Profit Sharing Plan

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Comfort Flow Heating, Co. 401(k) Profit Sharing Plan an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statement of changes in net assets available for benefits for the year ended December 31, 2021, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of Comfort Flow Heating, Co. 401(k) Profit Sharing Plan as of December 31, 2021 and 2020, and the changes in its net assets available for benefits for the year ended December 31, 2021, in accordance with accounting principles generally accepted in the United States of America (GAAP).

Basis for Opinion

We conducted our audits 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 Financial Statements section of our report. We are required to be independent of Comfort Flow Heating, Co. 401(k) Profit Sharing Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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 Comfort Flow Heating, Co. 401(k) Profit Sharing Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Comfort Flow Heating, Co. 401(k) Profit Sharing 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 Comfort Flow Heating, Co. 401(k) Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

Other Matter

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule H, Line 4(i) – 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 has been subjected to the auditing procedures applied in the audits 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.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Moss Adams LLP

Eugene, Oregon
October 11, 2022

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
Statements of Net Assets Available for Benefits

	December 31,	
	2021	2020
ASSETS		
Investments, at fair value		
Registered investment companies	\$ 4,385,503	\$ 3,886,419
Common stock	3,483,461	2,524,077
Certificates of deposit	1,094,275	1,065,579
Total investments	8,963,239	7,476,075
Receivables		
Employer contributions	18	344,603
Employee contributions	35	-
Notes receivable from participants	141,946	169,316
Interest	6,406	6,887
	148,405	520,806
TOTAL ASSETS	9,111,644	7,996,881
LIABILITIES		
Accounts payable	9,113	5,233
NET ASSETS AVAILABLE FOR BENEFITS	\$ 9,102,531	\$ 7,991,648

Comfort Flow Heating, Co. 401(k) Profit Sharing 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	\$ 575,648
Interest	32,871
Dividends	291,196
	899,715
Interest income on notes receivable from participants	9,898
Contributions	
Employer	230,732
Participant	520,606
	751,338
Total additions	1,660,951
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO	
Benefits paid to participants	471,807
Administrative expenses	78,261
Total deductions	550,068
CHANGE IN NET ASSETS	1,110,883
NET ASSETS AVAILABLE FOR BENEFITS	
Beginning of year	7,991,648
End of year	\$ 9,102,531

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 1 – Description of Plan

The following description of the Comfort Flow Heating, Co. 401(k) Profit Sharing Plan (the Plan) provides only general information. Participants should refer to the Plan Agreement for a more complete description of Plan provisions.

General – The Plan is a 401(k) salary deferral and profit-sharing plan covering substantially all employees of Comfort Flow Heating, Co., and is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Comfort Flow Heating, Co. (the Company) is the Plan's sponsor and serves as plan administrator.

Effective January 1, 2021, the Plan document was amended and restated. The most significant change was lowering the age of eligibility from 21 to 18. Additionally, the Plan was amended for certain options provided by the Coronavirus Aid, Relief, and Economic Security (CARES) Act. Substantially all other plan provisions were unchanged as a result of the restatement.

Eligibility – Employees of the Company are eligible to participate in the Plan upon reaching age 18 and after completing one year of service in which at least 1,000 hours are worked. Collectively bargained employees are excluded from the Plan. An employee will become a participant on the semi-annual entry date immediately following or coincident with the date the eligibility conditions are satisfied. The entry dates for the plan are January 1 and July 1. Participants must complete at least 1,000 hours of service during the Plan year and be employed as of the last day of the Plan year, to be eligible to receive any employer paid profit sharing contributions.

Contributions

Participant contributions – Each year, participants may contribute between 1% and 100% of pretax annual compensation, as defined in the Plan. Participants may also elect to make Roth contributions utilizing after-tax contributions. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

Employer match and profit-sharing contributions – The Company may elect to make discretionary matching and profit-sharing contributions to the Plan. The Company matches 50% of employee contributions, up to \$5,000. The matching contribution for the year ended December 31, 2021, was \$230,732. Profit sharing contributions can be allocated in the same proportion as a participant's compensation bears to the total of all participants' compensation or as a flat dollar amount per participant. There were no profit-sharing contributions for the year ended December 31, 2021.

Contributions are subject to regulatory limitations.

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

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 1 – Description of Plan (continued)

Participants direct the investment of their account into various investment options offered by the Plan.

An investment advisor manages a portion of participant accounts based on specific investment objectives, see Note 3.

Vesting – Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts is based on years of continuous service. Participants vest in the Company's contributions based on the following schedule:

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

Notes receivable from participants – Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The loans are issued by the Plan and secured by the balance in the participant's account. All loans must be repaid within a period of five years, unless the loan is used to purchase a principal residence, in which case, the loan must be repaid within a reasonable period of time not to exceed fifteen years. Under the terms of the Plan Agreement, plan loans will bear a reasonable rate of interest determined by the plan administrator. Principal and interest is paid ratably through payroll deductions. As of December 31, 2021, the rates of interest on outstanding loans ranged from 5.25% to 7.25% with various maturities through July 2026.

Payment of benefits – On termination of service, a participant may elect to receive an amount equal to the value of the participants' vested interest in his or her account as a lump-sum distribution immediately following severance from employment. If termination is due to death, disability, or retirement at or beyond age 65, a participant is considered to be 100% vested even if the participant has not been credited with six years of vesting service. Partial withdrawals of participants' account balances are also available under certain circumstances which are described in the Plan Agreement.

Forfeitures – Forfeitures are the non-vested portion of a participant's account that is lost upon termination of employment. Forfeitures are retained in the Plan. They may be held in suspense and will first be used to pay plan administrative expenses, with any remaining amount used to reduce future Company contributions. As of December 31, 2021 and 2020, forfeited non-vested accounts totaled \$23,338 and \$1,873, respectively. For the year ended December 31, 2021, \$1,873 was used for the payment of plan administrative expenses and to offset Company contributions.

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 2 – Summary of Significant Accounting Policies

Basis of accounting – The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America, using the accrual method of accounting.

Use of estimates – The preparation of financial statements in conformity with generally accepted accounting principles requires the use of estimates and assumptions that may affect certain amounts and disclosures. Accordingly, actual results could differ from those estimates.

Investment valuation – 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 (the “exit price”) in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

Income recognition – Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Interest income is recorded on the accrual basis. The net appreciation in fair value of investments consists of both the realized gains and losses and unrealized appreciation and depreciation of those investments.

Notes receivable from participants – Notes receivable from participants are measured at amortized cost, which represents unpaid principal balance plus accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions upon the occurrence of a distributable event, based on the terms of the Plan Agreement. No allowance for credit losses has been recorded as of December 31, 2021 or 2020.

Payment of benefits – Benefits are recorded when paid.

Expenses – General plan administrative expenses may be paid out of the forfeiture account, by Plan participants or by the Company. Investment management, distribution, and loan transaction fees are paid by the Plan participants.

Subsequent events – Subsequent events are events or transactions that occur after the statement of net assets available for benefits date but before the financial statements are available to be issued. The Plan recognizes in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at the date of the statement of net assets available for benefits, including the estimates inherent in the process of preparing the financial statements. The Plan’s financial statements do not recognize subsequent events that provide evidence about conditions that did not exist at the date of the statement of net assets available for benefits but arose after the statement of net assets available for benefits date and before the financial statements are available to be issued.

The Plan has evaluated subsequent events through October 11, 2022, which is the date the financial statements were available to be issued.

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 3 – Investments

Nonparticipant-directed investments – Information about the net assets and the significant components of the changes in net assets relating to the nonparticipant-directed investments is as follows:

	December 31,	
	2021	2020
Net assets		
Common stock	\$ 3,483,461	\$ 2,524,077
Registered investment companies	1,880,420	1,642,776
Certificates of deposit	883,774	1,065,579
	<u>\$ 6,247,655</u>	<u>\$ 5,232,432</u>
		Year Ended
		December 31,
		2021
Changes in net assets		
Net appreciation		\$ 695,120
Dividends and interest		157,570
Contributions		383,791
Benefits paid to participants		(161,417)
Administrative expenses		<u>(59,841)</u>
		<u>\$ 1,015,223</u>

Note 4 – Fair Value Measurements

The framework for measuring fair value provides a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3).

The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities the plan has the ability to access.

Level 2 – Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 4 – Fair Value Measurements (continued)

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

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

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

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

Common stock – Valued at the closing price reported on the active market on which the individual securities are traded.

Certificates of deposit – Valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the creditworthiness of the issuer.

The valuation methods used by the Plan 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.

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 4 – Fair Value Measurements (continued)

The following table discloses the fair value hierarchy of the Plan's assets by level as of December 31, 2021 and 2020:

Fair Value Measurement at December 31, 2021				
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 4,385,503	\$ -	\$ -	\$ 4,385,503
Common stock	3,483,461	-	-	3,483,461
Certificates of deposit	-	1,094,275	-	1,094,275
Investments at fair value	<u>\$ 7,868,964</u>	<u>\$ 1,094,275</u>	<u>\$ -</u>	<u>\$ 8,963,239</u>
Fair Value Measurement at December 31, 2020				
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 3,886,419	\$ -	\$ -	\$ 3,886,419
Common stock	2,524,077	-	-	2,524,077
Certificates of deposit	-	1,065,579	-	1,065,579
Investments at fair value	<u>\$ 6,410,496</u>	<u>\$ 1,065,579</u>	<u>\$ -</u>	<u>\$ 7,476,075</u>

Note 5 – Tax Status

The Plan received a favorable opinion letter from the Internal Revenue Service on June 30, 2020, which stated that the Plan, as then designed, was in accordance with applicable sections of the Internal Revenue Code (IRC). The plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

In accordance with guidance on accounting for uncertainty in income taxes, the plan administrator has evaluated the Plan's tax positions and does not believe the Plan has any uncertain tax positions that require disclosure or adjustment to 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 6 – Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market volatility, and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. It is reasonably possible, given the level of risk associated with investment securities, that changes in the values of the investments in the near term could materially affect a participant's account balance and the amounts reported in the statement of net assets available for benefits.

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 7 – Party-In-Interest Transactions

Certain Plan investments are managed by Capital Group Retirement Plan Services, an affiliate of American Funds Service Company. Capital Group Trust Company is the custodian of the Plan; therefore, these transactions qualify as exempt party-in-interest transactions. Fees paid by the Plan to American Funds Service Company totaled \$14,486 for the year ended December 31, 2021.

Note 8 – Plan Termination

Although it has not expressed any intent to do so, the Company has the right to terminate the Plan and discontinue its contributions at any time, subject to the provisions of ERISA. If the Plan is terminated, amounts allocated to a participant's account become fully vested.

Supplemental Information

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, Plan #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
	First Eagle Overseas CI I	Registered investment companies	**	\$ 537,638
*	The Growth Fund of America-R5	Registered investment companies	**	455,675
	iShares Trust 1-3 Year Treasury Bond	Common stock	**	401,183
	Invesco Developing Markets R6	Registered investment companies	**	358,875
*	American Funds 2035 Target Date R5	Registered investment companies	**	284,603
*	American Funds 2025 Target Date-R5	Registered investment companies	**	236,343
	Spdr Bloomberg 1- 3 Month T-Bill ETF	Common stock	**	235,889
*	Fundamental Investors-R5	Registered investment companies	**	221,408
	Fidelity Treasury Fund Daily Money Mkt	Cash	**	202,330
	iShares Gold Trust iShares	Common stock	**	189,192
	Eaton Vance Global Macro Abslte RT CI I	Registered investment companies	**	186,637
	Stone Ridge High Yld Reinsrnce Rsk Prem I	Registered investment companies	**	186,401
	Templeton Global Total Rt Adv CI SH	Registered investment companies	**	182,799
*	SmallCap World Fund-R5	Registered investment companies	**	173,010
*	American Funds 2055 Target Date-R5	Registered investment companies	**	144,670
*	New Perspective Fund-R5	Registered investment companies	**	139,295
*	Capital World Growth and Income Fund-R5	Registered investment companies	**	138,707
	First MO St Bk Cape Cnty Cape 2.85% 08-14-23	Certificates of Deposit	**	136,930
	Citibank N A 2.85% 04-02-24	Certificates of Deposit	**	130,964
*	New World Fund-R5	Registered investment companies	**	123,575
*	American Funds 2040 Target Date R5	Registered investment companies	**	119,317
*	American Funds 2060 Target Date-R5	Registered investment companies	**	116,732
	The Bond Fund of America	Registered investment companies	**	113,851
	State Bk India New York NY 2.05% 01-22-25	Certificates of Deposit	**	108,592
	Goldman Sachs Bk USA 3.00% 03-18-25	Certificates of Deposit	**	106,474
*	American Funds 2030 Target Date R5	Registered investment companies	**	92,225
	American Express Natl Bk Brok 2.35% 05-03-22	Certificates of Deposit	**	85,609
*	American Balanced Fund-R5	Registered investment companies	**	85,434
*	American Funds 2045 Target Date R5	Registered investment companies	**	74,064
	Bank Hapoalim B M New York 2.90% 03-25-24	Certificates of Deposit	**	73,394
*	The Income Fund of America-R5	Registered investment companies	**	72,405
*	Washington Mutual Investors Fund-R5	Registered investment companies	**	67,106
	Morgan Stanley Private Bk Natl 2.75% 04-04-23	Certificates of Deposit	**	64,834
*	American High-Income Trust-R5	Registered investment companies	**	64,476
	Brandywineglobal Global Flex Income I	Registered investment companies	**	57,022
	PGIM Short-Term Corp Bond CI Z	Registered investment companies	**	56,865
	Microsoft Corp	Common stock	**	52,802
*	EuroPacific Growth Fund-R5	Registered investment companies	**	45,135
	Washington Tr Co Westerly 0.10% 01-21-22	Certificates of Deposit	**	43,996
	Oracle Corp	Common stock	**	35,669
	McKesson Corp	Common stock	**	32,563
	Meta Platforms Inc	Common stock	**	30,608
	Goldman Sachs Bk USA 2.60% 09-02-22	Certificates of Deposit	**	30,484
	ASML Holding NV	Common stock	**	27,865
	Centene Corp	Common stock	**	27,192
	Nvidia Corporation	Common stock	**	26,764
	Novartis AG	Common stock	**	25,979
	Berkshire Hathaway Inc	Common stock	**	24,518
	Johnson & Johnson	Common stock	**	23,779
	Amazon.com Inc	Common stock	**	23,340
	Dollar Tree Inc	Common stock	**	23,326
*	Intermediate Bond Fund of America-R5	Registered investment companies	**	22,119
	Discover Bk 3.40% 09-08-25	Certificates of Deposit	**	21,686
	Advance Auto Parts Inc	Common stock	**	21,349
	CVS Health Corporation	Common stock	**	21,148
	Valvoline Inc	Common stock	**	21,032
	VISA Inc	Common stock	**	20,587
	Comenity Cap Bk Utah 2.30% 10-12-22	Certificates of Deposit	**	20,312
	Ingredion Inc	Common stock	**	20,294
	Taiwan Semiconductor Manufacturing	Common stock	**	20,212

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, PLAN #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
*	Inflation Linked Bond-R5	Registered investment companies	**	\$ 18,610
	Glaxosmithkline	Common stock	**	18,213
	Cisco Systems Inc	Common stock	**	18,124
	Boeing Co	Common stock	**	18,119
	Markel Corp	Common stock	**	17,276
	Comcast Corp	Common stock	**	17,112
	Constellation Brands Inc	Common stock	**	17,066
	Globant	Common stock	**	16,961
	HDFC Bank Ltd	Common stock	**	16,333
	Masco Corp	Common stock	**	16,221
	State Bk India New York NY 2.30% 02-09-22	Certificates of Deposit	**	16,036
	Progressive Corp	Common stock	**	15,911
	Autodesk Inc	Common stock	**	15,747
	West Pharmaceutical Services	Common stock	**	15,477
	AIA Group	Common stock	**	15,123
	Synchrony Bank 2.40% 04-07-22	Certificates of Deposit	**	15,087
	Millerknoll Inc	Common stock	**	14,539
	Alphabet Inc Cap Stk CI A	Common stock	**	14,485
	Salesforce.com Inc	Common stock	**	14,485
	Alphabet Inc Cap Stk CI C	Common stock	**	14,468
	LVMH Moet Hennessy Louis Vuitton	Common stock	**	14,385
	Fiserv Inc	Common stock	**	14,323
	Capital One Bank (USA) Nat 2.25% 07-26-22	Certificates of Deposit	**	14,159
	Disney Walt Co	Common stock	**	14,095
	Coterra Energy Inc	Common stock	**	14,079
	Ansys Inc	Common stock	**	14,039
	Lockheed Martin Corp	Common stock	**	13,861
	Liberty Broadband Corp CI C	Common stock	**	13,855
	Verizon Communications Inc	Common stock	**	13,821
	Wells Fargo Co New	Common stock	**	13,818
	Cognizant Technology Solutions Corp	Common stock	**	13,752
	Hartford Financial Services Grp Inc	Common stock	**	13,739
	AT&T Inc	Common stock	**	13,530
	Bio-Techne Corp	Common stock	**	13,451
	Tyler Technologies Inc	Common stock	**	13,449
	General Dynamics Corp	Common stock	**	12,717
*	American Funds 2050 Target Date-R5	Registered investment companies	**	12,506
	Global Payments Inc	Common stock	**	12,437
	Fastenal	Common stock	**	12,428
	Monster Beverage Corp New	Common stock	**	12,389
	Verisk Analytics Inc	Common stock	**	12,351
	Astrazeneca	Common stock	**	12,058
	Five Below Inc	Common stock	**	12,000
	AMN Healthcare Svcs Inc	Common stock	**	11,988
	Amerisourcebergen Corporation	Common stock	**	11,694
	Williams Cos Inc Com	Common stock	**	11,458
	Regeneron Pharmaceuticals Inc	Common stock	**	11,367
	Coca Cola Cons Inc	Common stock	**	11,145
	Shopify Inc	Common stock	**	11,019
	US Bancorp	Common stock	**	10,841
	Vale	Common stock	**	10,809
	Sanofi	Common stock	**	10,671
	Globe Life Inc	Common stock	**	10,590
	Workiva Inc	Common stock	**	10,570
	Kornit Digital	Common stock	**	10,505
	Royal DSM	Common stock	**	10,301
	Roche Holdings	Common stock	**	10,298
	Sea Limited	Common stock	**	10,291
	Unilever PLC	Common stock	**	10,220
	Vertex Pharmaceuticals Inc	Common stock	**	10,102
	Schwab Charles Corp	Common stock	**	10,092

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, PLAN #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
	Qualcomm Inc	Common stock	**	\$ 10,058
	Sika Ag	Common stock	**	10,056
	Airbus	Common stock	**	10,030
	Travelers Companies Inc	Common stock	**	10,012
	Walgreens Boots Alliance Inc	Common stock	**	9,963
	Deere & Co	Common stock	**	9,944
	Exelon Corp	Common stock	**	9,877
	Regal Rexnord Corp	Common stock	**	9,700
	Canadian Natural Resources Ltd	Common stock	**	9,675
	Heico Corp New	Common stock	**	9,663
	Novo Nordisk	Common stock	**	9,632
	Paylocity Holding Corp	Common stock	**	9,446
	Mercadolibre Inc	Common stock	**	9,439
	Starbucks Corp	Common stock	**	9,358
	Total Energies SE	Common stock	**	9,249
	Amedisys Inc	Common stock	**	9,227
	Heineken NV	Common stock	**	9,219
	Truist Finl Corp	Common stock	**	9,134
	Expeditors International of Washington Inc	Common stock	**	9,132
	Daiichi Sankyo	Common stock	**	9,119
	Kroger Co	Common stock	**	9,097
	PNC Financial Services Group	Common stock	**	9,023
	Ritchie Bros Auctioneers	Common stock	**	8,998
	Selective Insurance Group Inc	Common stock	**	8,931
	Canadian Pacific Railway Company	Common stock	**	8,777
	Alibaba Group Holding Ltd	Common stock	**	8,434
	Illumina Inc	Common stock	**	8,370
	United Parcel Service Inc	Common stock	**	8,359
	American Express Co	Common stock	**	8,344
	Icici Bank Limited	Common stock	**	8,332
	Paycom Software Inc	Common stock	**	8,304
*	American Funds Government Money Market Fund-R5	Cash	**	8,171
	GoDaddy Inc	Common stock	**	8,147
	Comenity Cap Bk Utah 2.25% 10-03-22	Certificates of Deposit	**	8,118
	Nestle	Common stock	**	8,112
	Onto Innovation Inc	Common stock	**	8,098
	Grand Canyon Education Inc	Common stock	**	8,057
	PPL Corp Com	Common stock	**	8,056
	Sony Group Corporation	Common stock	**	7,710
	Raytheon Technologies Corp	Common stock	**	7,659
	Southstate Corp	Common stock	**	7,610
	Ameriprise Financial Inc	Common stock	**	7,541
	Comfort Systems USA Inc	Common stock	**	7,519
	Integra Lifesciences Holdings Corp	Common stock	**	7,436
	Wuxi Biologics Cayman Inc	Common stock	**	7,408
	Nexstar Media Group Inc	Common stock	**	7,398
	Pegasystems Inc	Common stock	**	7,380
	CNX Res Corp	Common stock	**	7,356
	Factset Research Systems Inc	Common stock	**	7,290
	Boot Barn Holdings Inc	Common stock	**	7,260
	Recruit Holdings Co	Common stock	**	7,253
	PPG Industries Inc	Common stock	**	7,242
	ICF International Inc	Common stock	**	7,179
	Alarm Com Hldgs Inc	Common stock	**	7,124
	Signature Bank	Common stock	**	7,116
	Clean Harbors Inc	Common stock	**	7,084
	Marcus & Millichap Inc	Common stock	**	7,050
	Dorman Prods Inc	Common stock	**	7,007
	OGE Energy Corp	Common stock	**	6,947
	Entergy Corp	Common stock	**	6,872
	Darling Ingredients Inc	Common stock	**	6,790

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, PLAN #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
	Forward Air Corp	Common stock	**	\$ 6,781
	Alexandria Real Estate Equities	Common stock	**	6,689
	Centerpoint Energy Inc	Common stock	**	6,670
	National Fuel Gas Co	Common stock	**	6,650
	Costar Group Inc	Common stock	**	6,639
	LHC Group Inc	Common stock	**	6,587
	Barrick Gold Corp	Common stock	**	6,517
	Movado Group Inc	Common stock	**	6,484
	Enn Energy Holdings	Common stock	**	6,477
	Franklin Electric Co Inc	Common stock	**	6,430
	Discovery Inc Com	Common stock	**	6,412
	Charles River Laboratories International Inc	Common stock	**	6,405
	Atlantic Un Bankshares Corp	Common stock	**	6,339
	Infosys Ltd	Common stock	**	6,328
	DSV A S	Common stock	**	6,189
	LKQ Corp	Common stock	**	6,183
	Dover Corp	Common stock	**	6,174
	Empire St Realty Trust Inc	Common stock	**	6,114
	Unicredit Spa	Common stock	**	6,107
	Change Healthcare Inc	Common stock	**	6,093
	Exlservice Holdings Inc	Common stock	**	6,080
	Avalara Inc	Common stock	**	6,068
	Guidewire Software Inc	Common stock	**	6,017
	Blackline Inc	Common stock	**	6,005
	KForce Inc	Common stock	**	5,942
	AGNC Invst Corp	Common stock	**	5,926
	Balchem Corp	Common stock	**	5,901
	Idacorp Inc	Common stock	**	5,892
	FMC Corp	Common stock	**	5,824
	Diodes Inc	Common stock	**	5,820
	Pioneer Natural Resources Co	Common stock	**	5,820
	Baidu Inc	Common stock	**	5,803
	Moelis & Co	Common stock	**	5,751
	Essilor Luxottica	Common stock	**	5,749
	Intuitive Surgical Inc	Common stock	**	5,749
	Stewart Information Services Corp	Common stock	**	5,741
	Akamai Technologies	Common stock	**	5,735
	Arch Capital Group	Common stock	**	5,690
	Rollins Inc	Common stock	**	5,645
	Schlumberger Limited	Common stock	**	5,601
	Yum Brands Inc	Common stock	**	5,554
	Kering	Common stock	**	5,547
	Reinsurance Grp of America Inc	Common stock	**	5,475
	Workday Inc	Common stock	**	5,464
	Korn Ferry	Common stock	**	5,453
	Tyson Foods Inc	Common stock	**	5,404
	Tencent Holdings Limited	Common stock	**	5,390
	F5 Inc	Common stock	**	5,384
	Pinnacle Financial Partners	Common stock	**	5,348
	Neogen Corp	Common stock	**	5,313
	Flutter Entertainment	Common stock	**	5,295
	Brookfield Asset Management Inc	Common stock	**	5,253
	Exponent Inc	Common stock	**	5,253
	Avanos Med Inc	Common stock	**	5,235
	Cambium Networks Corporation	Common stock	**	5,203
	SEI Invts Co	Common stock	**	5,180
	Berry Global Group Inc	Common stock	**	5,165
	Royal Dutch Shell	Common stock	**	5,159
	Wabtec	Common stock	**	5,158
	Evergy Inc	Common stock	**	5,146
	Grid Dynamics Hldgs Inc	Common stock	**	5,126

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, PLAN #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

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	Livent Corp	Common stock	**	\$ 5,120
	Ollies Bargain Outlt Hldgs Inc	Common stock	**	5,068
	Integer Hldgs Corp	Common stock	**	5,050
	Barnes Group Inc	Common stock	**	4,985
	Honda Motor LTD Amern	Common stock	**	4,979
	Alcon Inc	Common stock	**	4,966
	Colgate-Palmolive Co	Common stock	**	4,950
	Essex Property Trust Inc	Common stock	**	4,931
	Chimera Investment Corp	Common stock	**	4,901
	Kaiser Aluminum Corp	Common stock	**	4,885
	Safran	Common stock	**	4,867
	Qorvo Inc	Common stock	**	4,848
	Yum China Hldgs Inc	Common stock	**	4,834
	American International Group	Common stock	**	4,833
	Pacwest Bancorp	Common stock	**	4,788
	Bottomline Technologies	Common stock	**	4,743
	Watsco Inc	Common stock	**	4,693
	Hasbro Inc	Common stock	**	4,682
	Shin Etsu Chemical Co	Common stock	**	4,671
	Nisource Inc	Common stock	**	4,666
	CSL Ltd	Common stock	**	4,650
	Borg Warner Inc	Common stock	**	4,597
	Ensign Group Inc	Common stock	**	4,534
	Middleby Corp	Common stock	**	4,525
	Petroleo Brasileiro SA Petrobras	Common stock	**	4,491
	SAP	Common stock	**	4,484
	Columbia Sportswear Co	Common stock	**	4,482
	American Campus Communities Inc	Common stock	**	4,469
	Exxon Mobil Corp	Common stock	**	4,467
	London Stock Exchange Group	Common stock	**	4,459
	Encompass Health Corp	Common stock	**	4,438
	Sterling Bancorp	Common stock	**	4,436
	Treehouse Foods Inc	Common stock	**	4,418
	Toronto Dominion Bank	Common stock	**	4,371
	Benchmark Electronics Inc	Common stock	**	4,363
	La-Z-Boy Inc	Common stock	**	4,357
	Cognex Corp	Common stock	**	4,355
	Tokyo Electron	Common stock	**	4,317
	Easterly Govt Pptys Inc	Common stock	**	4,286
	United Bankshares Inc	Common stock	**	4,281
	Enersys	Common stock	**	4,269
	Five9 Inc	Common stock	**	4,257
	Envista Holdings Corporation	Common stock	**	4,191
	DTE Energy Co	Common stock	**	4,184
	IAC Interactive Corp New	Common stock	**	4,183
	Omniceil Com	Common stock	**	4,150
	Western Alliance Bancorp	Common stock	**	4,091
	Experian	Common stock	**	4,083
	DBS Group Hldgs	Common stock	**	4,070
	Agree Realty Corp	Common stock	**	4,068
	Aercap Holdings	Common stock	**	4,056
	Caci International Inc	Common stock	**	4,038
	Certara Inc	Common stock	**	4,036
	CTS Corp	Common stock	**	4,002
	Givaudan	Common stock	**	3,997
	G III Apparel Group LTD	Common stock	**	3,980
	Olympus ADR	Common stock	**	3,980
	Aspen Technology Inc	Common stock	**	3,957
	Patrick Inds Inc	Common stock	**	3,954
	Nice Ltd	Common stock	**	3,947
	Automatic Data Processing Inc	Common stock	**	3,945

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, PLAN #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

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	Chesapeake Utilities Corp	Common stock	**	\$ 3,937
	Lonza Group	Common stock	**	3,929
	American Woodmark Corp	Common stock	**	3,912
	Adyen	Common stock	**	3,890
	Cellnex Telecom	Common stock	**	3,870
	LGI Homes Inc	Common stock	**	3,862
	Mercantile Bk Corp	Common stock	**	3,818
	Parker-Hannifin Corp	Common stock	**	3,817
	Zimmer Biomet Holdings Inc	Common stock	**	3,811
	Barclays	Common stock	**	3,798
	Blackbaud Inc	Common stock	**	3,791
	CSW Industrials Inc	Common stock	**	3,747
	Rackspace Technology Inc	Common stock	**	3,718
	Orthopediatrics Corp	Common stock	**	3,711
	Ryanair Holdings PLC	Common stock	**	3,684
	Rentokil Initial	Common stock	**	3,678
	Stifel Financial Corp	Common stock	**	3,662
	J & J Snack Foods Corp	Common stock	**	3,633
	Valero Energy Corp	Common stock	**	3,605
	Sunstone Hotel Investors Inc	Common stock	**	3,578
	Hexagon	Common stock	**	3,554
	Lamb Weston Hldgs Inc	Common stock	**	3,549
	SMC	Common stock	**	3,537
	PTC Inc	Common stock	**	3,513
	Societe Generale France	Common stock	**	3,511
	UMB Financial Corp	Common stock	**	3,502
	Leidos Holdings Inc	Common stock	**	3,378
	StMicroelectronics	Common stock	**	3,373
	Digital Realty Trust Inc	Common stock	**	3,361
	Pernod Ricard	Common stock	**	3,319
	Chugai Pharmaceutical Co	Common stock	**	3,292
	Getty Realty Corp	Common stock	**	3,273
	Medpace Hldgs Inc	Common stock	**	3,265
	Hexcel Corp	Common stock	**	3,263
	National Instruments Corp	Common stock	**	3,232
	Inditex	Common stock	**	3,212
	Pacira Biosciences Inc	Common stock	**	3,189
	Seacoast Banking Corporation of Florida	Common stock	**	3,185
	Nidec Corporation	Common stock	**	3,170
	Axalta Coating Systems Ltd	Common stock	**	3,146
	Sonova Holding	Common stock	**	3,142
	Enel	Common stock	**	3,069
	M3 Inc	Common stock	**	3,069
	Deutsche Bank	Common stock	**	3,063
	Capital One Natl Assn VA 2.40% 10-12-22	Certificates of Deposit	**	3,049
	Championx Corporation	Common stock	**	3,011
	Boston Properties Inc	Common stock	**	2,995
	SPS Comm Inc	Common stock	**	2,989
	TC Energy Corporation	Common stock	**	2,932
	Natus Med Inc	Common stock	**	2,919
	Meituan Unspn	Common stock	**	2,891
	Cenovus Energy Inc	Common stock	**	2,886
	Ambarella Inc	Common stock	**	2,840
	Carters Inc	Common stock	**	2,834
	Spire Inc	Common stock	**	2,804
	Snap-On Inc	Common stock	**	2,800
	Entain	Common stock	**	2,781
	Supernus Pharmaceuticals Inc	Common stock	**	2,770
	Hoya	Common stock	**	2,674
	Atlassian Corporation	Common stock	**	2,669
	Hermes International	Common stock	**	2,620

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, PLAN #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

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	Anheuser-Busch Inbev	Common stock	**	\$ 2,604
	Cass Information Systems Inc	Common stock	**	2,595
	Hain Celestial Group Inc	Common stock	**	2,557
	Barratt Devs	Common stock	**	2,553
	Oak Str Health Inc	Common stock	**	2,552
	Heidelbergcement	Common stock	**	2,545
	Unitil Corp	Common stock	**	2,529
	ING Groep	Common stock	**	2,520
	Gerdau	Common stock	**	2,504
	Prosus	Common stock	**	2,458
	Adidas	Common stock	**	2,447
	Scotts Miracle-Gro Co	Common stock	**	2,415
	Host Hotels & Resorts Inc	Common stock	**	2,382
	Gazprom OAO	Common stock	**	2,361
	Netease Inc	Common stock	**	2,341
	Henry Jack & Associates Inc	Common stock	**	2,338
	Orsted A/S	Common stock	**	2,299
	Yandex	Common stock	**	2,299
	Healthcare Svcs Group Inc	Common stock	**	2,295
	Rio Tinto	Common stock	**	2,276
	Evolution	Common stock	**	2,273
	Macquarie Group Limited	Common stock	**	2,240
	Techtronic Industries Company	Common stock	**	2,190
	KBC Groep	Common stock	**	2,102
	Autozone Inc	Common stock	**	2,096
	Goldman Sachs Bk USA 2.55% 11-14-22	Certificates of Deposit	**	2,038
	American Express Natl Bk Brok 2.45% 04-05-22	Certificates of Deposit	**	2,012
	Teva Pharmaceutical Industries	Common stock	**	1,914
	Merck KGAA	Common stock	**	1,859
	2U Inc	Common stock	**	1,826
	Fiverr International	Common stock	**	1,819
	Volkswagen	Common stock	**	1,816
	Pagseguro Digital Ltd	Common stock	**	1,731
	America Movil	Common stock	**	1,710
	Amadeus IT Group	Common stock	**	1,696
	Huntington Ingalls Industries Inc	Common stock	**	1,681
	Ping An Insurance Group Company	Common stock	**	1,671
	China Gas Hldgs	Common stock	**	1,662
	Hong Kong Exchanges & Clearing	Common stock	**	1,636
	MTU Aero Engines	Common stock	**	1,632
	Neste OYJ	Common stock	**	1,479
	Worldline Unsp	Common stock	**	1,477
	Bilibili Inc	Common stock	**	1,438
	JD.Com Inc	Common stock	**	1,331
	Vimeo Inc	Common stock	**	1,311
	British American Tobacco Lvl II	Common stock	**	1,309
	Commerzbank AG	Common stock	**	1,301
	Just Eat Takeaway	Common stock	**	1,237
	Edenred	Common stock	**	1,223
	Koninklijke Philips	Common stock	**	1,142
	Sberbank of Russia	Common stock	**	1,124
	XP Inc	Common stock	**	1,092
	Snowflake Inc	Common stock	**	1,016
	Lightspeed Commerce Inc	Common stock	**	930
	Proto Labs Inc	Common stock	**	873
	Beigene Ltd	Common stock	**	813
	Biontech	Common stock	**	773

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, PLAN #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

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	Melco Resorts and Entertainment	Common stock	**	\$ 753
	Zai Lab	Common stock	**	629
	Shiseido Co Ltd	Common stock	**	613
	Futu Holdings	Common stock	**	433
	Stoneco Ltd	Common stock	**	405
*	Participant Loans	Interest rates range from 5.25%–7.25%, maturing through July 2026	**	141,946
		Total		<u>\$ 9,105,185</u>

* Indicates party-in-interest.

** Information is not required as investments are participant directed.

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, Plan #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

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	First Eagle Overseas CI I	Registered investment companies	**	\$ 537,638
*	The Growth Fund of America-R5	Registered investment companies	**	455,675
	iShares Trust 1-3 Year Treasury Bond	Common stock	**	401,183
	Invesco Developing Markets R6	Registered investment companies	**	358,875
*	American Funds 2035 Target Date R5	Registered investment companies	**	284,603
*	American Funds 2025 Target Date-R5	Registered investment companies	**	236,343
	Spdr Bloomberg 1- 3 Month T-Bill ETF	Common stock	**	235,889
*	Fundamental Investors-R5	Registered investment companies	**	221,408
	Fidelity Treasury Fund Daily Money Mkt	Cash	**	202,330
	iShares Gold Trust iShares	Common stock	**	189,192
	Eaton Vance Global Macro Abslte RT CI I	Registered investment companies	**	186,637
	Stone Ridge High Yld Reinsrnce Rsk Prem I	Registered investment companies	**	186,401
	Templeton Global Total Rt Adv CI SH	Registered investment companies	**	182,799
*	SmallCap World Fund-R5	Registered investment companies	**	173,010
*	American Funds 2055 Target Date-R5	Registered investment companies	**	144,670
*	New Perspective Fund-R5	Registered investment companies	**	139,295
*	Capital World Growth and Income Fund-R5	Registered investment companies	**	138,707
	First MO St Bk Cape Cnty Cape 2.85% 08-14-23	Certificates of Deposit	**	136,930
	Citibank N A 2.85% 04-02-24	Certificates of Deposit	**	130,964
*	New World Fund-R5	Registered investment companies	**	123,575
*	American Funds 2040 Target Date R5	Registered investment companies	**	119,317
*	American Funds 2060 Target Date-R5	Registered investment companies	**	116,732
	The Bond Fund of America	Registered investment companies	**	113,851
	State Bk India New York NY 2.05% 01-22-25	Certificates of Deposit	**	108,592
	Goldman Sachs Bk USA 3.00% 03-18-25	Certificates of Deposit	**	106,474
*	American Funds 2030 Target Date R5	Registered investment companies	**	92,225
	American Express Natl Bk Brok 2.35% 05-03-22	Certificates of Deposit	**	85,609
*	American Balanced Fund-R5	Registered investment companies	**	85,434
*	American Funds 2045 Target Date R5	Registered investment companies	**	74,064
	Bank Hapoalim B M New York 2.90% 03-25-24	Certificates of Deposit	**	73,394
*	The Income Fund of America-R5	Registered investment companies	**	72,405
*	Washington Mutual Investors Fund-R5	Registered investment companies	**	67,106
	Morgan Stanley Private Bk Natl 2.75% 04-04-23	Certificates of Deposit	**	64,834
*	American High-Income Trust-R5	Registered investment companies	**	64,476
	Brandywineglobal Global Flex Income I	Registered investment companies	**	57,022
	PGIM Short-Term Corp Bond CI Z	Registered investment companies	**	56,865
	Microsoft Corp	Common stock	**	52,802
*	EuroPacific Growth Fund-R5	Registered investment companies	**	45,135
	Washington Tr Co Westerly 0.10% 01-21-22	Certificates of Deposit	**	43,996
	Oracle Corp	Common stock	**	35,669
	McKesson Corp	Common stock	**	32,563
	Meta Platforms Inc	Common stock	**	30,608
	Goldman Sachs Bk USA 2.60% 09-02-22	Certificates of Deposit	**	30,484
	ASML Holding NV	Common stock	**	27,865
	Centene Corp	Common stock	**	27,192
	Nvidia Corporation	Common stock	**	26,764
	Novartis AG	Common stock	**	25,979
	Berkshire Hathaway Inc	Common stock	**	24,518
	Johnson & Johnson	Common stock	**	23,779
	Amazon.com Inc	Common stock	**	23,340
	Dollar Tree Inc	Common stock	**	23,326
*	Intermediate Bond Fund of America-R5	Registered investment companies	**	22,119
	Discover Bk 3.40% 09-08-25	Certificates of Deposit	**	21,686
	Advance Auto Parts Inc	Common stock	**	21,349
	CVS Health Corporation	Common stock	**	21,148
	Valvoline Inc	Common stock	**	21,032
	VISA Inc	Common stock	**	20,587
	Comenity Cap Bk Utah 2.30% 10-12-22	Certificates of Deposit	**	20,312
	Ingredion Inc	Common stock	**	20,294
	Taiwan Semiconductor Manufacturing	Common stock	**	20,212

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, PLAN #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

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*	Inflation Linked Bond-R5	Registered investment companies	**	\$ 18,610
	Glaxosmithkline	Common stock	**	18,213
	Cisco Systems Inc	Common stock	**	18,124
	Boeing Co	Common stock	**	18,119
	Markel Corp	Common stock	**	17,276
	Comcast Corp	Common stock	**	17,112
	Constellation Brands Inc	Common stock	**	17,066
	Globant	Common stock	**	16,961
	HDFC Bank Ltd	Common stock	**	16,333
	Masco Corp	Common stock	**	16,221
	State Bk India New York NY 2.30% 02-09-22	Certificates of Deposit	**	16,036
	Progressive Corp	Common stock	**	15,911
	Autodesk Inc	Common stock	**	15,747
	West Pharmaceutical Services	Common stock	**	15,477
	AIA Group	Common stock	**	15,123
	Synchrony Bank 2.40% 04-07-22	Certificates of Deposit	**	15,087
	Millerknoll Inc	Common stock	**	14,539
	Alphabet Inc Cap Stk CI A	Common stock	**	14,485
	Salesforce.com Inc	Common stock	**	14,485
	Alphabet Inc Cap Stk CI C	Common stock	**	14,468
	LVMH Moet Hennessy Louis Vuitton	Common stock	**	14,385
	Fiserv Inc	Common stock	**	14,323
	Capital One Bank (USA) Nat 2.25% 07-26-22	Certificates of Deposit	**	14,159
	Disney Walt Co	Common stock	**	14,095
	Coterra Energy Inc	Common stock	**	14,079
	Ansys Inc	Common stock	**	14,039
	Lockheed Martin Corp	Common stock	**	13,861
	Liberty Broadband Corp CI C	Common stock	**	13,855
	Verizon Communications Inc	Common stock	**	13,821
	Wells Fargo Co New	Common stock	**	13,818
	Cognizant Technology Solutions Corp	Common stock	**	13,752
	Hartford Financial Services Grp Inc	Common stock	**	13,739
	AT&T Inc	Common stock	**	13,530
	Bio-Techne Corp	Common stock	**	13,451
	Tyler Technologies Inc	Common stock	**	13,449
	General Dynamics Corp	Common stock	**	12,717
*	American Funds 2050 Target Date-R5	Registered investment companies	**	12,506
	Global Payments Inc	Common stock	**	12,437
	Fastenal	Common stock	**	12,428
	Monster Beverage Corp New	Common stock	**	12,389
	Verisk Analytics Inc	Common stock	**	12,351
	Astrazeneca	Common stock	**	12,058
	Five Below Inc	Common stock	**	12,000
	AMN Healthcare Svcs Inc	Common stock	**	11,988
	Amerisourcebergen Corporation	Common stock	**	11,694
	Williams Cos Inc Com	Common stock	**	11,458
	Regeneron Pharmaceuticals Inc	Common stock	**	11,367
	Coca Cola Cons Inc	Common stock	**	11,145
	Shopify Inc	Common stock	**	11,019
	US Bancorp	Common stock	**	10,841
	Vale	Common stock	**	10,809
	Sanofi	Common stock	**	10,671
	Globe Life Inc	Common stock	**	10,590
	Workiva Inc	Common stock	**	10,570
	Kornit Digital	Common stock	**	10,505
	Royal DSM	Common stock	**	10,301
	Roche Holdings	Common stock	**	10,298
	Sea Limited	Common stock	**	10,291
	Unilever PLC	Common stock	**	10,220
	Vertex Pharmaceuticals Inc	Common stock	**	10,102
	Schwab Charles Corp	Common stock	**	10,092

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, PLAN #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

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	Qualcomm Inc	Common stock	**	\$ 10,058
	Sika Ag	Common stock	**	10,056
	Airbus	Common stock	**	10,030
	Travelers Companies Inc	Common stock	**	10,012
	Walgreens Boots Alliance Inc	Common stock	**	9,963
	Deere & Co	Common stock	**	9,944
	Exelon Corp	Common stock	**	9,877
	Regal Rexnord Corp	Common stock	**	9,700
	Canadian Natural Resources Ltd	Common stock	**	9,675
	Heico Corp New	Common stock	**	9,663
	Novo Nordisk	Common stock	**	9,632
	Paylocity Holding Corp	Common stock	**	9,446
	Mercadolibre Inc	Common stock	**	9,439
	Starbucks Corp	Common stock	**	9,358
	Total Energies SE	Common stock	**	9,249
	Amedisys Inc	Common stock	**	9,227
	Heineken NV	Common stock	**	9,219
	Truist Finl Corp	Common stock	**	9,134
	Expeditors International of Washington Inc	Common stock	**	9,132
	Daiichi Sankyo	Common stock	**	9,119
	Kroger Co	Common stock	**	9,097
	PNC Financial Services Group	Common stock	**	9,023
	Ritchie Bros Auctioneers	Common stock	**	8,998
	Selective Insurance Group Inc	Common stock	**	8,931
	Canadian Pacific Railway Company	Common stock	**	8,777
	Alibaba Group Holding Ltd	Common stock	**	8,434
	Illumina Inc	Common stock	**	8,370
	United Parcel Service Inc	Common stock	**	8,359
	American Express Co	Common stock	**	8,344
	Icici Bank Limited	Common stock	**	8,332
	Paycom Software Inc	Common stock	**	8,304
*	American Funds Government Money Market Fund-R5	Cash	**	8,171
	GoDaddy Inc	Common stock	**	8,147
	Comenity Cap Bk Utah 2.25% 10-03-22	Certificates of Deposit	**	8,118
	Nestle	Common stock	**	8,112
	Onto Innovation Inc	Common stock	**	8,098
	Grand Canyon Education Inc	Common stock	**	8,057
	PPL Corp Com	Common stock	**	8,056
	Sony Group Corporation	Common stock	**	7,710
	Raytheon Technologies Corp	Common stock	**	7,659
	Southstate Corp	Common stock	**	7,610
	Ameriprise Financial Inc	Common stock	**	7,541
	Comfort Systems USA Inc	Common stock	**	7,519
	Integra Lifesciences Holdings Corp	Common stock	**	7,436
	Wuxi Biologics Cayman Inc	Common stock	**	7,408
	Nexstar Media Group Inc	Common stock	**	7,398
	Pegasystems Inc	Common stock	**	7,380
	CNX Res Corp	Common stock	**	7,356
	Factset Research Systems Inc	Common stock	**	7,290
	Boot Barn Holdings Inc	Common stock	**	7,260
	Recruit Holdings Co	Common stock	**	7,253
	PPG Industries Inc	Common stock	**	7,242
	ICF International Inc	Common stock	**	7,179
	Alarm Com Hldgs Inc	Common stock	**	7,124
	Signature Bank	Common stock	**	7,116
	Clean Harbors Inc	Common stock	**	7,084
	Marcus & Millichap Inc	Common stock	**	7,050
	Dorman Prods Inc	Common stock	**	7,007
	OGE Energy Corp	Common stock	**	6,947
	Entergy Corp	Common stock	**	6,872
	Darling Ingredients Inc	Common stock	**	6,790

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, PLAN #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

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	Forward Air Corp	Common stock	**	\$ 6,781
	Alexandria Real Estate Equities	Common stock	**	6,689
	Centerpoint Energy Inc	Common stock	**	6,670
	National Fuel Gas Co	Common stock	**	6,650
	Costar Group Inc	Common stock	**	6,639
	LHC Group Inc	Common stock	**	6,587
	Barrick Gold Corp	Common stock	**	6,517
	Movado Group Inc	Common stock	**	6,484
	Enn Energy Holdings	Common stock	**	6,477
	Franklin Electric Co Inc	Common stock	**	6,430
	Discovery Inc Com	Common stock	**	6,412
	Charles River Laboratories International Inc	Common stock	**	6,405
	Atlantic Un Bankshares Corp	Common stock	**	6,339
	Infosys Ltd	Common stock	**	6,328
	DSV A S	Common stock	**	6,189
	LKQ Corp	Common stock	**	6,183
	Dover Corp	Common stock	**	6,174
	Empire St Realty Trust Inc	Common stock	**	6,114
	Unicredit Spa	Common stock	**	6,107
	Change Healthcare Inc	Common stock	**	6,093
	Exlservice Holdings Inc	Common stock	**	6,080
	Avalara Inc	Common stock	**	6,068
	Guidewire Software Inc	Common stock	**	6,017
	Blackline Inc	Common stock	**	6,005
	KForce Inc	Common stock	**	5,942
	AGNC Invst Corp	Common stock	**	5,926
	Balchem Corp	Common stock	**	5,901
	Idacorp Inc	Common stock	**	5,892
	FMC Corp	Common stock	**	5,824
	Diodes Inc	Common stock	**	5,820
	Pioneer Natural Resources Co	Common stock	**	5,820
	Baidu Inc	Common stock	**	5,803
	Moelis & Co	Common stock	**	5,751
	Essilor Luxottica	Common stock	**	5,749
	Intuitive Surgical Inc	Common stock	**	5,749
	Stewart Information Services Corp	Common stock	**	5,741
	Akamai Technologies	Common stock	**	5,735
	Arch Capital Group	Common stock	**	5,690
	Rollins Inc	Common stock	**	5,645
	Schlumberger Limited	Common stock	**	5,601
	Yum Brands Inc	Common stock	**	5,554
	Kering	Common stock	**	5,547
	Reinsurance Grp of America Inc	Common stock	**	5,475
	Workday Inc	Common stock	**	5,464
	Korn Ferry	Common stock	**	5,453
	Tyson Foods Inc	Common stock	**	5,404
	Tencent Holdings Limited	Common stock	**	5,390
	F5 Inc	Common stock	**	5,384
	Pinnacle Financial Partners	Common stock	**	5,348
	Neogen Corp	Common stock	**	5,313
	Flutter Entertainment	Common stock	**	5,295
	Brookfield Asset Management Inc	Common stock	**	5,253
	Exponent Inc	Common stock	**	5,253
	Avanos Med Inc	Common stock	**	5,235
	Cambium Networks Corporation	Common stock	**	5,203
	SEI Invts Co	Common stock	**	5,180
	Berry Global Group Inc	Common stock	**	5,165
	Royal Dutch Shell	Common stock	**	5,159
	Wabtec	Common stock	**	5,158
	Evergy Inc	Common stock	**	5,146
	Grid Dynamics Hldgs Inc	Common stock	**	5,126

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
EIN: 93-0592999, PLAN #: 002
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

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	Livent Corp	Common stock	**	\$ 5,120
	Ollies Bargain Outlt Hldgs Inc	Common stock	**	5,068
	Integer Hldgs Corp	Common stock	**	5,050
	Barnes Group Inc	Common stock	**	4,985
	Honda Motor LTD Amern	Common stock	**	4,979
	Alcon Inc	Common stock	**	4,966
	Colgate-Palmolive Co	Common stock	**	4,950
	Essex Property Trust Inc	Common stock	**	4,931
	Chimera Investment Corp	Common stock	**	4,901
	Kaiser Aluminum Corp	Common stock	**	4,885
	Safran	Common stock	**	4,867
	Qorvo Inc	Common stock	**	4,848
	Yum China Hldgs Inc	Common stock	**	4,834
	American International Group	Common stock	**	4,833
	Pacwest Bancorp	Common stock	**	4,788
	Bottomline Technologies	Common stock	**	4,743
	Watsco Inc	Common stock	**	4,693
	Hasbro Inc	Common stock	**	4,682
	Shin Etsu Chemical Co	Common stock	**	4,671
	Nisource Inc	Common stock	**	4,666
	CSL Ltd	Common stock	**	4,650
	Borg Warner Inc	Common stock	**	4,597
	Ensign Group Inc	Common stock	**	4,534
	Middleby Corp	Common stock	**	4,525
	Petroleo Brasileiro SA Petrobras	Common stock	**	4,491
	SAP	Common stock	**	4,484
	Columbia Sportswear Co	Common stock	**	4,482
	American Campus Communities Inc	Common stock	**	4,469
	Exxon Mobil Corp	Common stock	**	4,467
	London Stock Exchange Group	Common stock	**	4,459
	Encompass Health Corp	Common stock	**	4,438
	Sterling Bancorp	Common stock	**	4,436
	Treehouse Foods Inc	Common stock	**	4,418
	Toronto Dominion Bank	Common stock	**	4,371
	Benchmark Electronics Inc	Common stock	**	4,363
	La-Z-Boy Inc	Common stock	**	4,357
	Cognex Corp	Common stock	**	4,355
	Tokyo Electron	Common stock	**	4,317
	Easterly Govt Pptys Inc	Common stock	**	4,286
	United Bankshares Inc	Common stock	**	4,281
	Enersys	Common stock	**	4,269
	Five9 Inc	Common stock	**	4,257
	Envista Holdings Corporation	Common stock	**	4,191
	DTE Energy Co	Common stock	**	4,184
	IAC Interactive Corp New	Common stock	**	4,183
	Omniceil Com	Common stock	**	4,150
	Western Alliance Bancorp	Common stock	**	4,091
	Experian	Common stock	**	4,083
	DBS Group Hldgs	Common stock	**	4,070
	Agree Realty Corp	Common stock	**	4,068
	Aercap Holdings	Common stock	**	4,056
	Caci International Inc	Common stock	**	4,038
	Certara Inc	Common stock	**	4,036
	CTS Corp	Common stock	**	4,002
	Givaudan	Common stock	**	3,997
	G III Apparel Group LTD	Common stock	**	3,980
	Olympus ADR	Common stock	**	3,980
	Aspen Technology Inc	Common stock	**	3,957
	Patrick Inds Inc	Common stock	**	3,954
	Nice Ltd	Common stock	**	3,947
	Automatic Data Processing Inc	Common stock	**	3,945

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
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Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2021

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	Chesapeake Utilities Corp	Common stock	**	\$ 3,937
	Lonza Group	Common stock	**	3,929
	American Woodmark Corp	Common stock	**	3,912
	Adyen	Common stock	**	3,890
	Cellnex Telecom	Common stock	**	3,870
	LGI Homes Inc	Common stock	**	3,862
	Mercantile Bk Corp	Common stock	**	3,818
	Parker-Hannifin Corp	Common stock	**	3,817
	Zimmer Biomet Holdings Inc	Common stock	**	3,811
	Barclays	Common stock	**	3,798
	Blackbaud Inc	Common stock	**	3,791
	CSW Industrials Inc	Common stock	**	3,747
	Rackspace Technology Inc	Common stock	**	3,718
	Orthopediatrics Corp	Common stock	**	3,711
	Ryanair Holdings PLC	Common stock	**	3,684
	Rentokil Initial	Common stock	**	3,678
	Stifel Financial Corp	Common stock	**	3,662
	J & J Snack Foods Corp	Common stock	**	3,633
	Valero Energy Corp	Common stock	**	3,605
	Sunstone Hotel Investors Inc	Common stock	**	3,578
	Hexagon	Common stock	**	3,554
	Lamb Weston Hldgs Inc	Common stock	**	3,549
	SMC	Common stock	**	3,537
	PTC Inc	Common stock	**	3,513
	Societe Generale France	Common stock	**	3,511
	UMB Financial Corp	Common stock	**	3,502
	Leidos Holdings Inc	Common stock	**	3,378
	StMicroelectronics	Common stock	**	3,373
	Digital Realty Trust Inc	Common stock	**	3,361
	Pernod Ricard	Common stock	**	3,319
	Chugai Pharmaceutical Co	Common stock	**	3,292
	Getty Realty Corp	Common stock	**	3,273
	Medpace Hldgs Inc	Common stock	**	3,265
	Hexcel Corp	Common stock	**	3,263
	National Instruments Corp	Common stock	**	3,232
	Inditex	Common stock	**	3,212
	Pacira Biosciences Inc	Common stock	**	3,189
	Seacoast Banking Corporation of Florida	Common stock	**	3,185
	Nidec Corporation	Common stock	**	3,170
	Axalta Coating Systems Ltd	Common stock	**	3,146
	Sonova Holding	Common stock	**	3,142
	Enel	Common stock	**	3,069
	M3 Inc	Common stock	**	3,069
	Deutsche Bank	Common stock	**	3,063
	Capital One Natl Assn VA 2.40% 10-12-22	Certificates of Deposit	**	3,049
	Championx Corporation	Common stock	**	3,011
	Boston Properties Inc	Common stock	**	2,995
	SPS Comm Inc	Common stock	**	2,989
	TC Energy Corporation	Common stock	**	2,932
	Natus Med Inc	Common stock	**	2,919
	Meituan Unspn	Common stock	**	2,891
	Cenovus Energy Inc	Common stock	**	2,886
	Ambarella Inc	Common stock	**	2,840
	Carters Inc	Common stock	**	2,834
	Spire Inc	Common stock	**	2,804
	Snap-On Inc	Common stock	**	2,800
	Entain	Common stock	**	2,781
	Supernus Pharmaceuticals Inc	Common stock	**	2,770
	Hoya	Common stock	**	2,674
	Atlassian Corporation	Common stock	**	2,669
	Hermes International	Common stock	**	2,620

Comfort Flow Heating, Co. 401(k) Profit Sharing Plan
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	Anheuser-Busch Inbev	Common stock	**	\$ 2,604
	Cass Information Systems Inc	Common stock	**	2,595
	Hain Celestial Group Inc	Common stock	**	2,557
	Barratt Devs	Common stock	**	2,553
	Oak Str Health Inc	Common stock	**	2,552
	Heidelbergcement	Common stock	**	2,545
	Unitil Corp	Common stock	**	2,529
	ING Groep	Common stock	**	2,520
	Gerdau	Common stock	**	2,504
	Prosus	Common stock	**	2,458
	Adidas	Common stock	**	2,447
	Scotts Miracle-Gro Co	Common stock	**	2,415
	Host Hotels & Resorts Inc	Common stock	**	2,382
	Gazprom OAO	Common stock	**	2,361
	Netease Inc	Common stock	**	2,341
	Henry Jack & Associates Inc	Common stock	**	2,338
	Orsted A/S	Common stock	**	2,299
	Yandex	Common stock	**	2,299
	Healthcare Svcs Group Inc	Common stock	**	2,295
	Rio Tinto	Common stock	**	2,276
	Evolution	Common stock	**	2,273
	Macquarie Group Limited	Common stock	**	2,240
	Techtronic Industries Company	Common stock	**	2,190
	KBC Groep	Common stock	**	2,102
	Autozone Inc	Common stock	**	2,096
	Goldman Sachs Bk USA 2.55% 11-14-22	Certificates of Deposit	**	2,038
	American Express Natl Bk Brok 2.45% 04-05-22	Certificates of Deposit	**	2,012
	Teva Pharmaceutical Industries	Common stock	**	1,914
	Merck KGAA	Common stock	**	1,859
	2U Inc	Common stock	**	1,826
	Fiverr International	Common stock	**	1,819
	Volkswagen	Common stock	**	1,816
	Pagseguro Digital Ltd	Common stock	**	1,731
	America Movil	Common stock	**	1,710
	Amadeus IT Group	Common stock	**	1,696
	Huntington Ingalls Industries Inc	Common stock	**	1,681
	Ping An Insurance Group Company	Common stock	**	1,671
	China Gas Hldgs	Common stock	**	1,662
	Hong Kong Exchanges & Clearing	Common stock	**	1,636
	MTU Aero Engines	Common stock	**	1,632
	Neste OYJ	Common stock	**	1,479
	Worldline Unsp	Common stock	**	1,477
	Bilibili Inc	Common stock	**	1,438
	JD.Com Inc	Common stock	**	1,331
	Vimeo Inc	Common stock	**	1,311
	British American Tobacco Lvl II	Common stock	**	1,309
	Commerzbank AG	Common stock	**	1,301
	Just Eat Takeaway	Common stock	**	1,237
	Edenred	Common stock	**	1,223
	Koninklijke Philips	Common stock	**	1,142
	Sberbank of Russia	Common stock	**	1,124
	XP Inc	Common stock	**	1,092
	Snowflake Inc	Common stock	**	1,016
	Lightspeed Commerce Inc	Common stock	**	930
	Proto Labs Inc	Common stock	**	873
	Beigene Ltd	Common stock	**	813
	Biontech	Common stock	**	773

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	Melco Resorts and Entertainment	Common stock	**	\$ 753
	Zai Lab	Common stock	**	629
	Shiseido Co Ltd	Common stock	**	613
	Futu Holdings	Common stock	**	433
	Stoneco Ltd	Common stock	**	405
*	Participant Loans	Interest rates range from 5.25%–7.25%, maturing through July 2026	**	141,946
		Total		<u>\$ 9,105,185</u>

* Indicates party-in-interest.

** Information is not required as investments are participant directed.