

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
---	---	---

Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>CENTRIC CONSULTING, LLC 401 (K) PROFIT SHARING PLAN & TRUST</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/2000</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>01/01/2000</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>01/01/2000</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>CENTRIC CONSULTING, LLC</u> <u>10733 STONE STREET</u> <u>UNION, KY 41091</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>31-1776636</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>502-432-1974</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>541600</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>31-1776636</u>	2c Plan Sponsor's telephone number <u>502-432-1974</u>	2d Business code (see instructions) <u>541600</u>	
2b Employer Identification Number (EIN) <u>31-1776636</u>					
2c Plan Sponsor's telephone number <u>502-432-1974</u>					
2d Business code (see instructions) <u>541600</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.	10/17/2022	LEANN ULRICH
	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	827
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	679
a(2) Total number of active participants at the end of the plan year		6a(2)	775
b Retired or separated participants receiving benefits.....		6b	1
c Other retired or separated participants entitled to future benefits		6c	162
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	938
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	1
f Total. Add lines 6d and 6e		6f	939
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	707
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2T 3B 3D 2R			
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 CENTRIC CONSULTING, LLC 401 (K) PROFIT SHARING PLAN & TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 CENTRIC CONSULTING, LLC	D Employer Identification Number (EIN) 31-1776636	

Part I	Service Provider Information (see instructions)
---------------	--

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65 71	RECORDKEEPER	-28268	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BARON GROWTH - DST SYSTEMS INC 43-1581814	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
CRLN E MID CAP GR R5 - U.S. BANK N 31-0841368	0.20%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
LZRD EMRG MKTS EQ O - DST ASSET MA 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.45%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MFS VALUE R3 - MFS SERVICE CENTER 04-2865649	0.50%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MS W LARGE CAP GR R1 - NYLIM SERVI 52-2206685	0.35%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
HOTCHKIS & WILEY SML CAP DIV VAL I 725 SOUTH FIGUEROA 39TH FLOOR LOS ANGELES, CA 90017	0.10%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PFG AMERICAN FUNDS GROWTH STRAT CL 777 108TH AVE NE STE 2100 BELLEVUE, WA 98004	0.40%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PFG AMERICAN FDS CONS INC STRAT CL 777 108TH AVE NE STE 2100 BELLEVUE, WA 98004	0.40%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name:	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
--	--	---

For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>		
A Name of plan <u>CENTRIC CONSULTING, LLC 401 (K) PROFIT SHARING PLAN & TRUST</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>CENTRIC CONSULTING, LLC</u>	D Employer Identification Number (EIN) <u>31-1776636</u>	

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

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	12954	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions.....	1b(2)	203582	226903
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	3210335	2347516
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	36760	34757
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	2950	0
(B) Common	1c(4)(B)	692205	943467
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	398724	454256
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	64700696	79999089
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	69258206	84005988

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	69258206	84005988
---	-----------	----------	----------

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)	0	
(B) Participants	2a(1)(B)	7853286	
(C) Others (including rollovers).....	2a(1)(C)	2458383	
(2) Noncash contributions.....	2a(2)	0	10311669
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	563	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	1459	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	26197	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		28219
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	182	6652969
(B) Common stock	2b(2)(B)	4899	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	6647888	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		6652969
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	925089	-31828
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	956917	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	163036
(B) Other	2b(5)(B)	163036	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		5084994
c Other income.....	2c		34564
d Total income. Add all income amounts in column (b) and enter total.....	2d		22243623
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	7491165	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		7491165
f Corrective distributions (see instructions).....	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		0
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees.....	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Investment advisory and management fees.....	2i(3)	0	
(4) Other.....	2i(4)	4676	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		4676
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		7495841
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		14747782
l Transfers of assets:			
(1) To this plan.....	2l(1)		0
(2) From this plan.....	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: MARTIN HOOD LLC

(2) EIN: 37-1119790

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		80298

	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		X	

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

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

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

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

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

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

A Name of plan CENTRIC CONSULTING, LLC 401 (K) PROFIT SHARING PLAN & TRUST	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 CENTRIC CONSULTING, LLC	D Employer Identification Number (EIN) 31-1776636

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

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

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

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
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 _____

CENTRIC CONSULTING, LLC 401(K) AND PROFIT-SHARING PLAN

Dayton, Ohio

**Financial Statements
and Supplementary Information**

December 31, 2021

CONTENTS

	<i>Page</i>
INDEPENDENT AUDITOR’S REPORT	1-5
FINANCIAL STATEMENTS	
Statements of Net Assets Available for Benefits (Exhibit A)	6
Statement of Changes in Net Assets Available for Benefits (Exhibit B)	7
Notes to Financial Statements.....	8-14
SUPPLEMENTARY INFORMATION	
Schedule H, line 4i – Schedule of Assets Held at End of Year (Schedule 1)	15-16
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions (Schedule 2)	17

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrators and Plan Trustees
Centric Consulting, LLC 401(k) and Profit Sharing Plan
Dayton, Ohio

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

We have performed an audit of the accompanying financial statements of Centric Consulting, LLC 401(k) and Profit Sharing Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2021, and the related notes to the financial statements (2021 financial statements).

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

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



CERTIFIED PUBLIC ACCOUNTANTS and CONSULTANTS

Opinion on the 2021 Financial Statements

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

- the amounts and disclosures in the 2021 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the 2021 financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of Centric Consulting, LLC 401(k) and 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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the 2021 financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Centric Consulting, LLC 401(k) and Profit Sharing Plan's ability to continue as a going concern for one year after the date the 2021 financial statements are available to be issued.

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

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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 Centric Consulting, LLC 401(k) and 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 Centric Consulting, LLC 401(k) and Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental schedules (Schedule 1 and Schedule 2) are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to 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 generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Independent Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Centric Consulting, LLC 401(k) and Profit Sharing Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information certified by Fidelity Management Trust Company. In our report dated September 20, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Martin Hood LLC

Champaign, Illinois
October 10, 2022

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN
Statements of Net Assets Available for Benefits
December 31, 2021 and 2020

	2021	2020
Assets		
Investments, at Fair Value	\$ 83,324,829	\$ 68,655,900
Notes Receivable from Participants	454,256	398,724
Participant Contributions Receivable	226,903	203,582
Total Assets	84,005,988	69,258,206
Liabilities	-	-
Net Assets Available for Benefits	<u><u>\$ 84,005,988</u></u>	<u><u>\$ 69,258,206</u></u>

See Accompanying Notes

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2021

Additions

Additions to Net Assets Attributed to:

Investment Income:

Net Appreciation in Fair Value of Investments	\$ 5,216,202
Interest and Dividend Income	6,654,991
Total Investment Income	<u>11,871,193</u>

Interest Income on Notes Receivable from Participants	<u>26,197</u>
---	---------------

Contributions:

Participants	7,853,286
Rollovers	2,458,383
Total Contributions	<u>10,311,669</u>

Other Income:

Revenue Sharing Credits	33,044
Other	1,520
Total Other Income	<u>34,564</u>

Total Additions	<u>22,243,623</u>
-----------------	-------------------

Deductions

Deductions from Net Assets Attributed to:

Benefits Paid to Participants	7,491,165
Administrative Expense	4,676
Total Deductions	<u>7,495,841</u>

Change in Net Assets	14,747,782
-----------------------------	------------

Net Assets Available for Benefits, Beginning of Year	<u>69,258,206</u>
---	-------------------

Net Assets Available for Benefits, End of Year	<u><u>\$ 84,005,988</u></u>
---	-----------------------------

See Accompanying Notes

CENTRIC CONSULTING, LLC 401(K) AND PROFIT-SHARING PLAN
Notes to Financial Statements
December 31, 2021

1. Description of Plan

The following description of the Centric Consulting, LLC (Company) 401(k) and Profit-Sharing Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General – The Plan is a defined contribution plan covering all employees of the Company, except collectively bargained employees and nonresident aliens, who are age 21 or older. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Plan Restatement – The Plan was restated effective March 02, 2021, to comply with recent required legislative updates.

Plan Amendment – The Plan was amended effective September 01, 2021, to state that if revenue sharing credits are not used to pay plan expenses, they shall be allocated to participants on a pro rata basis.

Contributions – Each year, participants may elect to defer a portion of their annual compensation, as defined by the Plan. Participants may also contribute amounts representing distributions from other qualified plans. Participants direct the investment of these contributions into various investment options. The maximum contribution to the Plan in any year is determined by provisions in the Plan and the Internal Revenue Code (IRC) and Income Tax Regulations. As of December 31, 2021, the Plan offered mutual funds, a money market fund, and a self-directed brokerage account as investment options for participants.

The Plan allows for discretionary nonelective employer contributions. Those contributions are made at the option of management to participants employed at the end of the plan year with at least 501 hours of service during the year. Management did not elect to make any contributions to the Plan for 2021.

Participant Accounts – Each participant's account is credited with the participant's contribution, if any, and allocations, if any, of (a) the Company's contribution, (b) plan earnings, and (c) administrative expenses. Allocations are based on participant earnings or account balances as defined by the Plan. The benefit to which a participant is entitled is provided from the participant's vested account.

Vesting – Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts plus actual earnings thereon is based on years of service. A participant is 100 percent vested after five years of credited service, death, disability, or upon reaching normal retirement age.

Payment of Benefits – Upon termination of service, a participant may elect to receive a lump-sum amount equal to the participant's vested interest in his or her account. If the participant's vested balance is \$5,000 or less, the Plan provides for an automatic distribution of the amount. Rollover contributions may be withdrawn from participants' accounts at any time. In addition, in-service withdrawals of participants' vested interest are allowed for participants over the age 59½. The Plan also allows for financial hardship withdrawals of all or part of the participant's deferral contributions and earnings thereon if the participant can prove financial hardship and is unable to meet their financial needs another way.

Forfeited Accounts – Forfeited amounts, if any, are used to pay plan expenses or reduce employer contributions. At December 31, 2021 and 2020, forfeited nonvested accounts totaled \$2,286 and \$664, respectively.

Notes Receivable from Participants – Participants may borrow from their fund accounts up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested balance. The minimum amount of a loan shall be \$1,000. Note terms range from one to five years except for the purchase of a primary residence, which is a longer term determined by the plan administrator. The notes are secured by the vested balance in the participant's account and bear interest at a rate commensurate with prevailing rates as determined by the plan administrator. Principal and interest are paid ratably through payroll deductions.

Revenue Sharing Credits – The Plan utilizes an Expense Budget Account (EBA) for the purpose of paying plan expenses. The EBA represents an unallocated account funded via quarterly revenue sharing credits earned from certain investment holdings of the Plan. Excess amounts in the EBA must be allocated to participant accounts. For the year ended December 31, 2021, the Plan earned revenue sharing credits of \$33,044, and allocated revenue sharing credits of \$83,361 to participant accounts. The balance of the EBA account was \$10,001 and \$60,092 as of December 31, 2021 and 2020, respectively (included in investments, at fair value on Exhibit A).

2. Summary of Significant Accounting Policies

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

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition – The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Purchases and sales of securities are recorded on a trade-date basis. Interest income is

recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants – Notes receivable from participants are valued at their unpaid balance plus any accrued but unpaid interest. Delinquent participant loans that are fully collateralized but treated as deemed distributions under Form 5500 reporting rules are carried on the Plan's books until a distributable event occurs based upon the terms of the plan document, at which time the loan is treated as a distribution.

Investment and Administrative Fees – The Plan's expenses are paid either by the Plan or the Company, as provided by the plan document. Expenses paid directly by the Company are excluded from these financial statements. Certain fees are charged to the Plan for services provided to the Plan. When applicable, these fees and fees charged by mutual funds are netted with investment earnings.

Payment of Benefits – Benefits are recorded when paid for financial statement purposes.

Subsequent Events – The Plan has evaluated subsequent events through October 10, 2022, the date on which the financial statements were available to be issued.

3. Information Certified by Fidelity Management Trust Company, the Investment Custodian

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

	<u>2021</u>	<u>2020</u>
Investments, at Fair Value	<u>\$ 83,324,829</u>	<u>\$ 68,655,900</u>
Notes Receivable from Participants	<u>\$ 454,256</u>	<u>\$ 398,724</u>
Net Appreciation in Fair Value of Investments	<u>\$ 5,216,202</u>	
Interest and Dividend Income	<u>\$ 6,654,991</u>	
Interest Income on Notes Receivable from Participants	<u>\$ 26,197</u>	

4. Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820-10 establishes a framework for measuring fair value under generally accepted accounting principles. The framework provides a fair value 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820-10 are described below:

Level 1 Inputs to the valuation methodology are based on unadjusted quoted prices for identical assets or liabilities in active markets that 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.
- 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.

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

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. There have been no changes in the methodologies used at December 31, 2021.

The following is a description of the valuation methodologies used for assets measured at fair value:

- *Money Market Fund*: Valued at the total of the invested deposit plus earnings thereon, which approximates market value.

- *Mutual Funds*: Valued at quoted market prices, which represent net asset value (NAV) of shares held by the Plan at year end.
- *Self-Directed Brokerage Account (BrokerageLink Account)*: Accounts primarily consist of 1) cash and common stocks that are valued on the basis of readily determinable market prices, and 2) unit investment trusts and corporate bonds that are valued based on underlying investments that have readily determinable values.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2021:

	Level 1	Level 2	Level 3	Total
Money Market Fund	\$ 2,254,032	\$ -	\$ -	\$ 2,254,032
Mutual Funds	78,431,439	-	-	78,431,439
BrokerageLink Account	1,208,662	1,430,696	-	2,639,358
Total Investments	<u>\$ 81,894,133</u>	<u>\$ 1,430,696</u>	<u>\$ -</u>	<u>\$ 83,324,829</u>

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Money Market Fund	\$ 2,988,696	\$ -	\$ -	\$ 2,988,696
Mutual Funds	63,925,877	-	-	63,925,877
BrokerageLink Account	993,154	748,173	-	1,741,327
Total Investments	<u>\$ 67,907,727</u>	<u>\$ 748,173</u>	<u>\$ -</u>	<u>\$ 68,655,900</u>

5. Administrative Expenses and Party-in-Interest Transactions

A transaction with a plan service provider or a participant of the Plan qualifies as a party-in-interest transaction. Service provider fees, either directly or indirectly, are paid to Fidelity Management Trust Company, the investment custodian, third-party administrator, investment advisor, and record keeper. Of these fees, \$4,676 is included in administrative expenses on Exhibit B. Other investment fees are netted with investment earnings. Expenses incurred in the administration of the Plan were also paid by the plan sponsor.

Additionally, certain plan investments are both held and managed by the investment custodian.

Notes receivable from participants are considered to be both party-in-interest and a related-party transaction.

6. Plan Termination

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

7. Tax Status

The volume submitter plan, on which the Plan is designed, obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable sections of the IRC. Although the Plan has been restated and amended since receiving this determination letter, the plan administrator and the volume submitter plan sponsor believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no open audits for any tax periods in progress as of October 10, 2022.

8. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities and the valuation techniques used for investments, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

The COVID-19 pandemic, whose effects first became known in January 2020, is having a continued broad and negative impact on commerce and financial markets around the world. The extent of the impact of the pandemic on the Plan's operational and financial performance will depend on certain developments, including the duration and spread of the outbreak and its impacts on the plan sponsor, participants, employees, and vendors,

all of which, at present, cannot be determined. Accordingly, the extent to which the pandemic may impact the Plan's statements of net assets available for benefits and statement of changes in net assets available for benefits is uncertain, and the accompanying financial statements include no adjustments relating to the effects of this pandemic.

9. Prohibited Transactions

During 2021, participant contributions and loan payments totaling \$80,298 were not remitted timely to the Plan. Corrections for lost earnings on these contributions and loan payments will be remitted to the Plan in October 2022.

10. Subsequent Events

The Plan was restated effective January 01, 2022 to comply with recent required legislative updates. The restatement included allowing for discretionary matching employer contributions, which are made at the option of management. For 2022, management elected to make discretionary matching employer contributions equal to 25 percent of the participant's salary deferral amounts, up to six percent of the participant's eligible compensation.

Additionally, the Plan was amended effective August 04, 2022 to allow the merger of the Centric Consulting Profit Sharing Plan, an affiliated plan sponsored by the Company, into the Plan. On this date, approximately \$7,535,000 of assets were transferred from the Centric Consulting Profit Sharing Plan into the Plan.

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN

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

EIN # 31-1776636 Plan #001

December 31, 2021

(a) Party-In- Interest	(b) & (c) Identity of Party Involved and Description of Investment	(d) Cost	(e) Current Value
------------------------------	--	-------------	-------------------------

Investments, at Fair Value**Money Market Fund**

*	Fidelity Government Money Market Fund	**	\$ 2,254,032
---	---------------------------------------	----	--------------

Mutual Funds

*	Fidelity Contrafund K Fund	**	8,611,591
*	Fidelity 500 Index Fund	**	8,379,553
*	Fidelity Freedom 2035 Fund	**	6,005,160
*	Fidelity Select Technology Fund	**	5,400,980
*	Fidelity Freedom 2040 Fund	**	4,847,179
*	Fidelity Freedom 2030 Fund	**	4,488,878
*	Fidelity Balanced Fund	**	3,203,624
	Crln E Mid Cap Growth R5 Fund	**	3,150,880
*	Fidelity Diversified International K Fund	**	3,033,187
*	Fidelity Select Healthcare Fund	**	2,976,231
*	Fidelity Freedom 2045 Fund	**	2,666,026
*	Fidelity Value K Fund	**	1,957,352
*	Fidelity Freedom 2050 Fund	**	1,944,316
*	Fidelity Freedom 2055 Fund	**	1,813,736
*	Fidelity Strategic Income Fund	**	1,496,323
*	Fidelity Freedom 2025 Fund	**	1,472,839
*	Fidelity Small Capital Stock Fund	**	1,349,664
*	Fidelity Low-Priced Stock Fund	**	1,336,991
*	Fidelity US Bond Index Fund	**	1,333,557
	MFS Value Fund	**	1,318,165
	Mainstay Large Cap Growth Fund	**	1,200,484
*	Fidelity Small Cap Index Investor Fund	**	1,144,667
	Baron Growth R6 Fund	**	1,082,526
*	Fidelity Mid Cap Index Investor Fund	**	934,169
*	Fidelity Global US Index Investor Fund	**	848,269

Schedule 1 (Continued)

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN

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

EIN # 31-1776636 Plan #001

December 31, 2021

(a) Party-In- Interest	(b) & (c) Identity of Party Involved and Description of Investment	(d) Cost	(e) Current Value
	Mutual Funds (Continued)		
*	Fidelity Government Income Fund	**	831,158
*	Fidelity Select Energy Fund	**	717,782
	Columbia Emergency Marketing Fund	**	709,588
*	Fidelity Freedom 2060 Fund	**	674,757
*	Fidelity Freedom 2020 Fund	**	647,293
*	Fidelity Select Financial Services Fund	**	593,286
*	Fidelity Select Consumer Staples Fund	**	579,990
*	Fidelity Select Utilities Fund	**	341,137
*	Fidelity Select Industrials Fund	**	318,515
*	Fidelity Select Consumer Discretionary	**	274,515
*	Fidelity Freedom Income Fund	**	262,545
*	Fidelity Select Telecommunications Fund	**	216,560
*	Fidelity Select Materials Fund	**	115,213
*	Fidelity Freedom 2065 Fund	**	100,073
*	Fidelity Freedom 2010 Fund	**	42,941
*	Fidelity Freedom 2015 Fund	**	5,682
*	Fidelity Freedom 2005 Fund		4,057
			78,431,439
*	Self-Directed Brokerage Account		
	BrokerageLink Account	**	2,639,358
*	Notes Receivable from Participants		
	Interest Rate 5.25 to 7.50 Percent	- 0 -	454,256
	Total Assets Held for Investment		\$ 83,779,085

* = Represents a Party-In-Interest to the Plan

** = Cost information has been omitted, as all investments are participant directed.

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
EIN # 31-1776636 Plan #001
December 31, 2021

Check Here if Participant Loan Repayments are Included	Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
X	\$ 80,298	\$ -	\$ -	\$ 80,298	\$ -

CENTRIC CONSULTING, LLC 401(K) AND PROFIT-SHARING PLAN

Dayton, Ohio

**Financial Statements
and Supplementary Information**

December 31, 2021

CONTENTS

	<i>Page</i>
INDEPENDENT AUDITOR’S REPORT	1-5
FINANCIAL STATEMENTS	
Statements of Net Assets Available for Benefits (Exhibit A)	6
Statement of Changes in Net Assets Available for Benefits (Exhibit B)	7
Notes to Financial Statements.....	8-14
SUPPLEMENTARY INFORMATION	
Schedule H, line 4i – Schedule of Assets Held at End of Year (Schedule 1)	15-16
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions (Schedule 2)	17

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrators and Plan Trustees
Centric Consulting, LLC 401(k) and Profit Sharing Plan
Dayton, Ohio

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

We have performed an audit of the accompanying financial statements of Centric Consulting, LLC 401(k) and Profit Sharing Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2021, and the related notes to the financial statements (2021 financial statements).

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

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



CERTIFIED PUBLIC ACCOUNTANTS and CONSULTANTS

Opinion on the 2021 Financial Statements

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

- the amounts and disclosures in the 2021 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the 2021 financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of Centric Consulting, LLC 401(k) and 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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the 2021 financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Centric Consulting, LLC 401(k) and Profit Sharing Plan's ability to continue as a going concern for one year after the date the 2021 financial statements are available to be issued.

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

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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 Centric Consulting, LLC 401(k) and 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 Centric Consulting, LLC 401(k) and Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental schedules (Schedule 1 and Schedule 2) are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to 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 generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Independent Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Centric Consulting, LLC 401(k) and Profit Sharing Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information certified by Fidelity Management Trust Company. In our report dated September 20, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Martin Hood LLC

Champaign, Illinois
October 10, 2022

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN
Statements of Net Assets Available for Benefits
December 31, 2021 and 2020

	2021	2020
Assets		
Investments, at Fair Value	\$ 83,324,829	\$ 68,655,900
Notes Receivable from Participants	454,256	398,724
Participant Contributions Receivable	226,903	203,582
Total Assets	84,005,988	69,258,206
Liabilities	-	-
Net Assets Available for Benefits	<u><u>\$ 84,005,988</u></u>	<u><u>\$ 69,258,206</u></u>

See Accompanying Notes

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2021

Additions

Additions to Net Assets Attributed to:

Investment Income:

Net Appreciation in Fair Value of Investments	\$ 5,216,202
Interest and Dividend Income	6,654,991
Total Investment Income	<u>11,871,193</u>

Interest Income on Notes Receivable from Participants	<u>26,197</u>
---	---------------

Contributions:

Participants	7,853,286
Rollovers	2,458,383
Total Contributions	<u>10,311,669</u>

Other Income:

Revenue Sharing Credits	33,044
Other	1,520
Total Other Income	<u>34,564</u>

Total Additions	<u>22,243,623</u>
-----------------	-------------------

Deductions

Deductions from Net Assets Attributed to:

Benefits Paid to Participants	7,491,165
Administrative Expense	4,676
Total Deductions	<u>7,495,841</u>

Change in Net Assets	14,747,782
-----------------------------	------------

Net Assets Available for Benefits, Beginning of Year	<u>69,258,206</u>
---	-------------------

Net Assets Available for Benefits, End of Year	<u><u>\$ 84,005,988</u></u>
---	-----------------------------

See Accompanying Notes

CENTRIC CONSULTING, LLC 401(K) AND PROFIT-SHARING PLAN
Notes to Financial Statements
December 31, 2021

1. Description of Plan

The following description of the Centric Consulting, LLC (Company) 401(k) and Profit-Sharing Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General – The Plan is a defined contribution plan covering all employees of the Company, except collectively bargained employees and nonresident aliens, who are age 21 or older. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Plan Restatement – The Plan was restated effective March 02, 2021, to comply with recent required legislative updates.

Plan Amendment – The Plan was amended effective September 01, 2021, to state that if revenue sharing credits are not used to pay plan expenses, they shall be allocated to participants on a pro rata basis.

Contributions – Each year, participants may elect to defer a portion of their annual compensation, as defined by the Plan. Participants may also contribute amounts representing distributions from other qualified plans. Participants direct the investment of these contributions into various investment options. The maximum contribution to the Plan in any year is determined by provisions in the Plan and the Internal Revenue Code (IRC) and Income Tax Regulations. As of December 31, 2021, the Plan offered mutual funds, a money market fund, and a self-directed brokerage account as investment options for participants.

The Plan allows for discretionary nonelective employer contributions. Those contributions are made at the option of management to participants employed at the end of the plan year with at least 501 hours of service during the year. Management did not elect to make any contributions to the Plan for 2021.

Participant Accounts – Each participant's account is credited with the participant's contribution, if any, and allocations, if any, of (a) the Company's contribution, (b) plan earnings, and (c) administrative expenses. Allocations are based on participant earnings or account balances as defined by the Plan. The benefit to which a participant is entitled is provided from the participant's vested account.

Vesting – Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts plus actual earnings thereon is based on years of service. A participant is 100 percent vested after five years of credited service, death, disability, or upon reaching normal retirement age.

Payment of Benefits – Upon termination of service, a participant may elect to receive a lump-sum amount equal to the participant's vested interest in his or her account. If the participant's vested balance is \$5,000 or less, the Plan provides for an automatic distribution of the amount. Rollover contributions may be withdrawn from participants' accounts at any time. In addition, in-service withdrawals of participants' vested interest are allowed for participants over the age 59½. The Plan also allows for financial hardship withdrawals of all or part of the participant's deferral contributions and earnings thereon if the participant can prove financial hardship and is unable to meet their financial needs another way.

Forfeited Accounts – Forfeited amounts, if any, are used to pay plan expenses or reduce employer contributions. At December 31, 2021 and 2020, forfeited nonvested accounts totaled \$2,286 and \$664, respectively.

Notes Receivable from Participants – Participants may borrow from their fund accounts up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested balance. The minimum amount of a loan shall be \$1,000. Note terms range from one to five years except for the purchase of a primary residence, which is a longer term determined by the plan administrator. The notes are secured by the vested balance in the participant's account and bear interest at a rate commensurate with prevailing rates as determined by the plan administrator. Principal and interest are paid ratably through payroll deductions.

Revenue Sharing Credits – The Plan utilizes an Expense Budget Account (EBA) for the purpose of paying plan expenses. The EBA represents an unallocated account funded via quarterly revenue sharing credits earned from certain investment holdings of the Plan. Excess amounts in the EBA must be allocated to participant accounts. For the year ended December 31, 2021, the Plan earned revenue sharing credits of \$33,044, and allocated revenue sharing credits of \$83,361 to participant accounts. The balance of the EBA account was \$10,001 and \$60,092 as of December 31, 2021 and 2020, respectively (included in investments, at fair value on Exhibit A).

2. Summary of Significant Accounting Policies

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

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition – The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Purchases and sales of securities are recorded on a trade-date basis. Interest income is

recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants – Notes receivable from participants are valued at their unpaid balance plus any accrued but unpaid interest. Delinquent participant loans that are fully collateralized but treated as deemed distributions under Form 5500 reporting rules are carried on the Plan's books until a distributable event occurs based upon the terms of the plan document, at which time the loan is treated as a distribution.

Investment and Administrative Fees – The Plan's expenses are paid either by the Plan or the Company, as provided by the plan document. Expenses paid directly by the Company are excluded from these financial statements. Certain fees are charged to the Plan for services provided to the Plan. When applicable, these fees and fees charged by mutual funds are netted with investment earnings.

Payment of Benefits – Benefits are recorded when paid for financial statement purposes.

Subsequent Events – The Plan has evaluated subsequent events through October 10, 2022, the date on which the financial statements were available to be issued.

3. **Information Certified by Fidelity Management Trust Company, the Investment Custodian**

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

	2021	2020
Investments, at Fair Value	\$ 83,324,829	\$ 68,655,900
Notes Receivable from Participants	\$ 454,256	\$ 398,724
Net Appreciation in Fair Value of Investments	\$ 5,216,202	
Interest and Dividend Income	\$ 6,654,991	
Interest Income on Notes Receivable from Participants	\$ 26,197	

4. Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820-10 establishes a framework for measuring fair value under generally accepted accounting principles. The framework provides a fair value 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820-10 are described below:

Level 1 Inputs to the valuation methodology are based on unadjusted quoted prices for identical assets or liabilities in active markets that 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.
- 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.

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

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. There have been no changes in the methodologies used at December 31, 2021.

The following is a description of the valuation methodologies used for assets measured at fair value:

- *Money Market Fund*: Valued at the total of the invested deposit plus earnings thereon, which approximates market value.

- *Mutual Funds*: Valued at quoted market prices, which represent net asset value (NAV) of shares held by the Plan at year end.
- *Self-Directed Brokerage Account (BrokerageLink Account)*: Accounts primarily consist of 1) cash and common stocks that are valued on the basis of readily determinable market prices, and 2) unit investment trusts and corporate bonds that are valued based on underlying investments that have readily determinable values.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2021:

	Level 1	Level 2	Level 3	Total
Money Market Fund	\$ 2,254,032	\$ -	\$ -	\$ 2,254,032
Mutual Funds	78,431,439	-	-	78,431,439
BrokerageLink Account	1,208,662	1,430,696	-	2,639,358
Total Investments	<u>\$ 81,894,133</u>	<u>\$ 1,430,696</u>	<u>\$ -</u>	<u>\$ 83,324,829</u>

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Money Market Fund	\$ 2,988,696	\$ -	\$ -	\$ 2,988,696
Mutual Funds	63,925,877	-	-	63,925,877
BrokerageLink Account	993,154	748,173	-	1,741,327
Total Investments	<u>\$ 67,907,727</u>	<u>\$ 748,173</u>	<u>\$ -</u>	<u>\$ 68,655,900</u>

5. Administrative Expenses and Party-in-Interest Transactions

A transaction with a plan service provider or a participant of the Plan qualifies as a party-in-interest transaction. Service provider fees, either directly or indirectly, are paid to Fidelity Management Trust Company, the investment custodian, third-party administrator, investment advisor, and record keeper. Of these fees, \$4,676 is included in administrative expenses on Exhibit B. Other investment fees are netted with investment earnings. Expenses incurred in the administration of the Plan were also paid by the plan sponsor.

Additionally, certain plan investments are both held and managed by the investment custodian.

Notes receivable from participants are considered to be both party-in-interest and a related-party transaction.

6. Plan Termination

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

7. Tax Status

The volume submitter plan, on which the Plan is designed, obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable sections of the IRC. Although the Plan has been restated and amended since receiving this determination letter, the plan administrator and the volume submitter plan sponsor believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no open audits for any tax periods in progress as of October 10, 2022.

8. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities and the valuation techniques used for investments, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

The COVID-19 pandemic, whose effects first became known in January 2020, is having a continued broad and negative impact on commerce and financial markets around the world. The extent of the impact of the pandemic on the Plan's operational and financial performance will depend on certain developments, including the duration and spread of the outbreak and its impacts on the plan sponsor, participants, employees, and vendors,

all of which, at present, cannot be determined. Accordingly, the extent to which the pandemic may impact the Plan's statements of net assets available for benefits and statement of changes in net assets available for benefits is uncertain, and the accompanying financial statements include no adjustments relating to the effects of this pandemic.

9. Prohibited Transactions

During 2021, participant contributions and loan payments totaling \$80,298 were not remitted timely to the Plan. Corrections for lost earnings on these contributions and loan payments will be remitted to the Plan in October 2022.

10. Subsequent Events

The Plan was restated effective January 01, 2022 to comply with recent required legislative updates. The restatement included allowing for discretionary matching employer contributions, which are made at the option of management. For 2022, management elected to make discretionary matching employer contributions equal to 25 percent of the participant's salary deferral amounts, up to six percent of the participant's eligible compensation.

Additionally, the Plan was amended effective August 04, 2022 to allow the merger of the Centric Consulting Profit Sharing Plan, an affiliated plan sponsored by the Company, into the Plan. On this date, approximately \$7,535,000 of assets were transferred from the Centric Consulting Profit Sharing Plan into the Plan.

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN

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

EIN # 31-1776636 Plan #001

December 31, 2021

(a) Party-In- Interest	(b) & (c) Identity of Party Involved and Description of Investment	(d) Cost	(e) Current Value
------------------------------	--	-------------	-------------------------

Investments, at Fair Value**Money Market Fund**

*	Fidelity Government Money Market Fund	**	\$ 2,254,032
---	---------------------------------------	----	--------------

Mutual Funds

*	Fidelity Contrafund K Fund	**	8,611,591
*	Fidelity 500 Index Fund	**	8,379,553
*	Fidelity Freedom 2035 Fund	**	6,005,160
*	Fidelity Select Technology Fund	**	5,400,980
*	Fidelity Freedom 2040 Fund	**	4,847,179
*	Fidelity Freedom 2030 Fund	**	4,488,878
*	Fidelity Balanced Fund	**	3,203,624
	Crln E Mid Cap Growth R5 Fund	**	3,150,880
*	Fidelity Diversified International K Fund	**	3,033,187
*	Fidelity Select Healthcare Fund	**	2,976,231
*	Fidelity Freedom 2045 Fund	**	2,666,026
*	Fidelity Value K Fund	**	1,957,352
*	Fidelity Freedom 2050 Fund	**	1,944,316
*	Fidelity Freedom 2055 Fund	**	1,813,736
*	Fidelity Strategic Income Fund	**	1,496,323
*	Fidelity Freedom 2025 Fund	**	1,472,839
*	Fidelity Small Capital Stock Fund	**	1,349,664
*	Fidelity Low-Priced Stock Fund	**	1,336,991
*	Fidelity US Bond Index Fund	**	1,333,557
	MFS Value Fund	**	1,318,165
	Mainstay Large Cap Growth Fund	**	1,200,484
*	Fidelity Small Cap Index Investor Fund	**	1,144,667
	Baron Growth R6 Fund	**	1,082,526
*	Fidelity Mid Cap Index Investor Fund	**	934,169
*	Fidelity Global US Index Investor Fund	**	848,269

Schedule 1 (Continued)

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN

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

EIN # 31-1776636 Plan #001

December 31, 2021

(a) Party-In- Interest	(b) & (c) Identity of Party Involved and Description of Investment	(d) Cost	(e) Current Value
	Mutual Funds (Continued)		
*	Fidelity Government Income Fund	**	831,158
*	Fidelity Select Energy Fund	**	717,782
	Columbia Emergency Marketing Fund	**	709,588
*	Fidelity Freedom 2060 Fund	**	674,757
*	Fidelity Freedom 2020 Fund	**	647,293
*	Fidelity Select Financial Services Fund	**	593,286
*	Fidelity Select Consumer Staples Fund	**	579,990
*	Fidelity Select Utilities Fund	**	341,137
*	Fidelity Select Industrials Fund	**	318,515
*	Fidelity Select Consumer Discretionary	**	274,515
*	Fidelity Freedom Income Fund	**	262,545
*	Fidelity Select Telecommunications Fund	**	216,560
*	Fidelity Select Materials Fund	**	115,213
*	Fidelity Freedom 2065 Fund	**	100,073
*	Fidelity Freedom 2010 Fund	**	42,941
*	Fidelity Freedom 2015 Fund	**	5,682
*	Fidelity Freedom 2005 Fund		4,057
			78,431,439
*	Self-Directed Brokerage Account		
	BrokerageLink Account	**	2,639,358
*	Notes Receivable from Participants		
	Interest Rate 5.25 to 7.50 Percent	- 0 -	454,256
	Total Assets Held for Investment		\$ 83,779,085

* = Represents a Party-In-Interest to the Plan

** = Cost information has been omitted, as all investments are participant directed.

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
EIN # 31-1776636 Plan #001
December 31, 2021

Check Here if Participant Loan Repayments are Included	Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
X	\$ 80,298	\$ -	\$ -	\$ 80,298	\$ -

CENTRIC CONSULTING, LLC 401(K) AND PROFIT-SHARING PLAN

Dayton, Ohio

**Financial Statements
and Supplementary Information**

December 31, 2021

CONTENTS

	<i>Page</i>
INDEPENDENT AUDITOR’S REPORT	1-5
FINANCIAL STATEMENTS	
Statements of Net Assets Available for Benefits (Exhibit A)	6
Statement of Changes in Net Assets Available for Benefits (Exhibit B)	7
Notes to Financial Statements.....	8-14
SUPPLEMENTARY INFORMATION	
Schedule H, line 4i – Schedule of Assets Held at End of Year (Schedule 1)	15-16
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions (Schedule 2)	17

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrators and Plan Trustees
Centric Consulting, LLC 401(k) and Profit Sharing Plan
Dayton, Ohio

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

We have performed an audit of the accompanying financial statements of Centric Consulting, LLC 401(k) and Profit Sharing Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2021, and the related notes to the financial statements (2021 financial statements).

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

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



CERTIFIED PUBLIC ACCOUNTANTS and CONSULTANTS

Opinion on the 2021 Financial Statements

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

- the amounts and disclosures in the 2021 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the 2021 financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of Centric Consulting, LLC 401(k) and 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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the 2021 financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Centric Consulting, LLC 401(k) and Profit Sharing Plan's ability to continue as a going concern for one year after the date the 2021 financial statements are available to be issued.

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

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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 Centric Consulting, LLC 401(k) and 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 Centric Consulting, LLC 401(k) and Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental schedules (Schedule 1 and Schedule 2) are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to 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 generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Independent Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Centric Consulting, LLC 401(k) and Profit Sharing Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information certified by Fidelity Management Trust Company. In our report dated September 20, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Martin Hood LLC

Champaign, Illinois
October 10, 2022

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN
Statements of Net Assets Available for Benefits
December 31, 2021 and 2020

	2021	2020
Assets		
Investments, at Fair Value	\$ 83,324,829	\$ 68,655,900
Notes Receivable from Participants	454,256	398,724
Participant Contributions Receivable	226,903	203,582
Total Assets	84,005,988	69,258,206
Liabilities	-	-
Net Assets Available for Benefits	<u><u>\$ 84,005,988</u></u>	<u><u>\$ 69,258,206</u></u>

See Accompanying Notes

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2021

Additions

Additions to Net Assets Attributed to:

Investment Income:

Net Appreciation in Fair Value of Investments	\$ 5,216,202
Interest and Dividend Income	6,654,991
Total Investment Income	<u>11,871,193</u>

Interest Income on Notes Receivable from Participants	<u>26,197</u>
---	---------------

Contributions:

Participants	7,853,286
Rollovers	2,458,383
Total Contributions	<u>10,311,669</u>

Other Income:

Revenue Sharing Credits	33,044
Other	1,520
Total Other Income	<u>34,564</u>

Total Additions	<u>22,243,623</u>
-----------------	-------------------

Deductions

Deductions from Net Assets Attributed to:

Benefits Paid to Participants	7,491,165
Administrative Expense	4,676
Total Deductions	<u>7,495,841</u>

Change in Net Assets	14,747,782
-----------------------------	------------

Net Assets Available for Benefits, Beginning of Year	<u>69,258,206</u>
---	-------------------

Net Assets Available for Benefits, End of Year	<u><u>\$ 84,005,988</u></u>
---	-----------------------------

See Accompanying Notes

CENTRIC CONSULTING, LLC 401(K) AND PROFIT-SHARING PLAN
Notes to Financial Statements
December 31, 2021

1. Description of Plan

The following description of the Centric Consulting, LLC (Company) 401(k) and Profit-Sharing Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General – The Plan is a defined contribution plan covering all employees of the Company, except collectively bargained employees and nonresident aliens, who are age 21 or older. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Plan Restatement – The Plan was restated effective March 02, 2021, to comply with recent required legislative updates.

Plan Amendment – The Plan was amended effective September 01, 2021, to state that if revenue sharing credits are not used to pay plan expenses, they shall be allocated to participants on a pro rata basis.

Contributions – Each year, participants may elect to defer a portion of their annual compensation, as defined by the Plan. Participants may also contribute amounts representing distributions from other qualified plans. Participants direct the investment of these contributions into various investment options. The maximum contribution to the Plan in any year is determined by provisions in the Plan and the Internal Revenue Code (IRC) and Income Tax Regulations. As of December 31, 2021, the Plan offered mutual funds, a money market fund, and a self-directed brokerage account as investment options for participants.

The Plan allows for discretionary nonelective employer contributions. Those contributions are made at the option of management to participants employed at the end of the plan year with at least 501 hours of service during the year. Management did not elect to make any contributions to the Plan for 2021.

Participant Accounts – Each participant's account is credited with the participant's contribution, if any, and allocations, if any, of (a) the Company's contribution, (b) plan earnings, and (c) administrative expenses. Allocations are based on participant earnings or account balances as defined by the Plan. The benefit to which a participant is entitled is provided from the participant's vested account.

Vesting – Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts plus actual earnings thereon is based on years of service. A participant is 100 percent vested after five years of credited service, death, disability, or upon reaching normal retirement age.

Payment of Benefits – Upon termination of service, a participant may elect to receive a lump-sum amount equal to the participant's vested interest in his or her account. If the participant's vested balance is \$5,000 or less, the Plan provides for an automatic distribution of the amount. Rollover contributions may be withdrawn from participants' accounts at any time. In addition, in-service withdrawals of participants' vested interest are allowed for participants over the age 59½. The Plan also allows for financial hardship withdrawals of all or part of the participant's deferral contributions and earnings thereon if the participant can prove financial hardship and is unable to meet their financial needs another way.

Forfeited Accounts – Forfeited amounts, if any, are used to pay plan expenses or reduce employer contributions. At December 31, 2021 and 2020, forfeited nonvested accounts totaled \$2,286 and \$664, respectively.

Notes Receivable from Participants – Participants may borrow from their fund accounts up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested balance. The minimum amount of a loan shall be \$1,000. Note terms range from one to five years except for the purchase of a primary residence, which is a longer term determined by the plan administrator. The notes are secured by the vested balance in the participant's account and bear interest at a rate commensurate with prevailing rates as determined by the plan administrator. Principal and interest are paid ratably through payroll deductions.

Revenue Sharing Credits – The Plan utilizes an Expense Budget Account (EBA) for the purpose of paying plan expenses. The EBA represents an unallocated account funded via quarterly revenue sharing credits earned from certain investment holdings of the Plan. Excess amounts in the EBA must be allocated to participant accounts. For the year ended December 31, 2021, the Plan earned revenue sharing credits of \$33,044, and allocated revenue sharing credits of \$83,361 to participant accounts. The balance of the EBA account was \$10,001 and \$60,092 as of December 31, 2021 and 2020, respectively (included in investments, at fair value on Exhibit A).

2. Summary of Significant Accounting Policies

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

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition – The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Purchases and sales of securities are recorded on a trade-date basis. Interest income is

recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants – Notes receivable from participants are valued at their unpaid balance plus any accrued but unpaid interest. Delinquent participant loans that are fully collateralized but treated as deemed distributions under Form 5500 reporting rules are carried on the Plan's books until a distributable event occurs based upon the terms of the plan document, at which time the loan is treated as a distribution.

Investment and Administrative Fees – The Plan's expenses are paid either by the Plan or the Company, as provided by the plan document. Expenses paid directly by the Company are excluded from these financial statements. Certain fees are charged to the Plan for services provided to the Plan. When applicable, these fees and fees charged by mutual funds are netted with investment earnings.

Payment of Benefits – Benefits are recorded when paid for financial statement purposes.

Subsequent Events – The Plan has evaluated subsequent events through October 10, 2022, the date on which the financial statements were available to be issued.

3. Information Certified by Fidelity Management Trust Company, the Investment Custodian

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

	<u>2021</u>	<u>2020</u>
Investments, at Fair Value	<u>\$ 83,324,829</u>	<u>\$ 68,655,900</u>
Notes Receivable from Participants	<u>\$ 454,256</u>	<u>\$ 398,724</u>
Net Appreciation in Fair Value of Investments	<u>\$ 5,216,202</u>	
Interest and Dividend Income	<u>\$ 6,654,991</u>	
Interest Income on Notes Receivable from Participants	<u>\$ 26,197</u>	

4. Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820-10 establishes a framework for measuring fair value under generally accepted accounting principles. The framework provides a fair value 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820-10 are described below:

Level 1 Inputs to the valuation methodology are based on unadjusted quoted prices for identical assets or liabilities in active markets that 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.
- 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.

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

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. There have been no changes in the methodologies used at December 31, 2021.

The following is a description of the valuation methodologies used for assets measured at fair value:

- *Money Market Fund*: Valued at the total of the invested deposit plus earnings thereon, which approximates market value.

- *Mutual Funds*: Valued at quoted market prices, which represent net asset value (NAV) of shares held by the Plan at year end.
- *Self-Directed Brokerage Account (BrokerageLink Account)*: Accounts primarily consist of 1) cash and common stocks that are valued on the basis of readily determinable market prices, and 2) unit investment trusts and corporate bonds that are valued based on underlying investments that have readily determinable values.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2021:

	Level 1	Level 2	Level 3	Total
Money Market Fund	\$ 2,254,032	\$ -	\$ -	\$ 2,254,032
Mutual Funds	78,431,439	-	-	78,431,439
BrokerageLink Account	1,208,662	1,430,696	-	2,639,358
Total Investments	<u>\$ 81,894,133</u>	<u>\$ 1,430,696</u>	<u>\$ -</u>	<u>\$ 83,324,829</u>

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Money Market Fund	\$ 2,988,696	\$ -	\$ -	\$ 2,988,696
Mutual Funds	63,925,877	-	-	63,925,877
BrokerageLink Account	993,154	748,173	-	1,741,327
Total Investments	<u>\$ 67,907,727</u>	<u>\$ 748,173</u>	<u>\$ -</u>	<u>\$ 68,655,900</u>

5. Administrative Expenses and Party-in-Interest Transactions

A transaction with a plan service provider or a participant of the Plan qualifies as a party-in-interest transaction. Service provider fees, either directly or indirectly, are paid to Fidelity Management Trust Company, the investment custodian, third-party administrator, investment advisor, and record keeper. Of these fees, \$4,676 is included in administrative expenses on Exhibit B. Other investment fees are netted with investment earnings. Expenses incurred in the administration of the Plan were also paid by the plan sponsor.

Additionally, certain plan investments are both held and managed by the investment custodian.

Notes receivable from participants are considered to be both party-in-interest and a related-party transaction.

6. Plan Termination

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

7. Tax Status

The volume submitter plan, on which the Plan is designed, obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable sections of the IRC. Although the Plan has been restated and amended since receiving this determination letter, the plan administrator and the volume submitter plan sponsor believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no open audits for any tax periods in progress as of October 10, 2022.

8. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities and the valuation techniques used for investments, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

The COVID-19 pandemic, whose effects first became known in January 2020, is having a continued broad and negative impact on commerce and financial markets around the world. The extent of the impact of the pandemic on the Plan's operational and financial performance will depend on certain developments, including the duration and spread of the outbreak and its impacts on the plan sponsor, participants, employees, and vendors,

all of which, at present, cannot be determined. Accordingly, the extent to which the pandemic may impact the Plan's statements of net assets available for benefits and statement of changes in net assets available for benefits is uncertain, and the accompanying financial statements include no adjustments relating to the effects of this pandemic.

9. Prohibited Transactions

During 2021, participant contributions and loan payments totaling \$80,298 were not remitted timely to the Plan. Corrections for lost earnings on these contributions and loan payments will be remitted to the Plan in October 2022.

10. Subsequent Events

The Plan was restated effective January 01, 2022 to comply with recent required legislative updates. The restatement included allowing for discretionary matching employer contributions, which are made at the option of management. For 2022, management elected to make discretionary matching employer contributions equal to 25 percent of the participant's salary deferral amounts, up to six percent of the participant's eligible compensation.

Additionally, the Plan was amended effective August 04, 2022 to allow the merger of the Centric Consulting Profit Sharing Plan, an affiliated plan sponsored by the Company, into the Plan. On this date, approximately \$7,535,000 of assets were transferred from the Centric Consulting Profit Sharing Plan into the Plan.

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN

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

EIN # 31-1776636 Plan #001

December 31, 2021

(a) Party-In- Interest	(b) & (c) Identity of Party Involved and Description of Investment	(d) Cost	(e) Current Value
------------------------------	--	-------------	-------------------------

Investments, at Fair Value**Money Market Fund**

*	Fidelity Government Money Market Fund	**	\$ 2,254,032
---	---------------------------------------	----	--------------

Mutual Funds

*	Fidelity Contrafund K Fund	**	8,611,591
*	Fidelity 500 Index Fund	**	8,379,553
*	Fidelity Freedom 2035 Fund	**	6,005,160
*	Fidelity Select Technology Fund	**	5,400,980
*	Fidelity Freedom 2040 Fund	**	4,847,179
*	Fidelity Freedom 2030 Fund	**	4,488,878
*	Fidelity Balanced Fund	**	3,203,624
	Crln E Mid Cap Growth R5 Fund	**	3,150,880
*	Fidelity Diversified International K Fund	**	3,033,187
*	Fidelity Select Healthcare Fund	**	2,976,231
*	Fidelity Freedom 2045 Fund	**	2,666,026
*	Fidelity Value K Fund	**	1,957,352
*	Fidelity Freedom 2050 Fund	**	1,944,316
*	Fidelity Freedom 2055 Fund	**	1,813,736
*	Fidelity Strategic Income Fund	**	1,496,323
*	Fidelity Freedom 2025 Fund	**	1,472,839
*	Fidelity Small Capital Stock Fund	**	1,349,664
*	Fidelity Low-Priced Stock Fund	**	1,336,991
*	Fidelity US Bond Index Fund	**	1,333,557
	MFS Value Fund	**	1,318,165
	Mainstay Large Cap Growth Fund	**	1,200,484
*	Fidelity Small Cap Index Investor Fund	**	1,144,667
	Baron Growth R6 Fund	**	1,082,526
*	Fidelity Mid Cap Index Investor Fund	**	934,169
*	Fidelity Global US Index Investor Fund	**	848,269

Schedule 1 (Continued)

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN

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

EIN # 31-1776636 Plan #001

December 31, 2021

(a) Party-In- Interest	(b) & (c) Identity of Party Involved and Description of Investment	(d) Cost	(e) Current Value
	Mutual Funds (Continued)		
*	Fidelity Government Income Fund	**	831,158
*	Fidelity Select Energy Fund	**	717,782
	Columbia Emergency Marketing Fund	**	709,588
*	Fidelity Freedom 2060 Fund	**	674,757
*	Fidelity Freedom 2020 Fund	**	647,293
*	Fidelity Select Financial Services Fund	**	593,286
*	Fidelity Select Consumer Staples Fund	**	579,990
*	Fidelity Select Utilities Fund	**	341,137
*	Fidelity Select Industrials Fund	**	318,515
*	Fidelity Select Consumer Discretionary	**	274,515
*	Fidelity Freedom Income Fund	**	262,545
*	Fidelity Select Telecommunications Fund	**	216,560
*	Fidelity Select Materials Fund	**	115,213
*	Fidelity Freedom 2065 Fund	**	100,073
*	Fidelity Freedom 2010 Fund	**	42,941
*	Fidelity Freedom 2015 Fund	**	5,682
*	Fidelity Freedom 2005 Fund		4,057
			78,431,439
*	Self-Directed Brokerage Account		
	BrokerageLink Account	**	2,639,358
*	Notes Receivable from Participants		
	Interest Rate 5.25 to 7.50 Percent	- 0 -	454,256
	Total Assets Held for Investment		\$ 83,779,085

* = Represents a Party-In-Interest to the Plan

** = Cost information has been omitted, as all investments are participant directed.

CENTRIC CONSULTING, LLC 401(K) AND PROFIT SHARING PLAN
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
EIN # 31-1776636 Plan #001
December 31, 2021

Check Here if Participant Loan Repayments are Included	Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
X	\$ 80,298	\$ -	\$ -	\$ 80,298	\$ -