

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

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>FUTURE US 401K PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1996</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>01/01/1996</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>01/01/1996</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>FUTURE US INC</u> <u>555 11TH ST. NW, SUITE 600</u> <u>WASHINGTON, DC 20004</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>22-3157975</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>202-737-5500</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>511120</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>22-3157975</u>	2c Plan Sponsor's telephone number <u>202-737-5500</u>	2d Business code (see instructions) <u>511120</u>	
2b Employer Identification Number (EIN) <u>22-3157975</u>					
2c Plan Sponsor's telephone number <u>202-737-5500</u>					
2d Business code (see instructions) <u>511120</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	MARIO CASTELLAR
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/17/2022	MARIO CASTELLAR
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	803
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)	572
a(2) Total number of active participants at the end of the plan year		6a(2)	601
b Retired or separated participants receiving benefits.....		6b	0
c Other retired or separated participants entitled to future benefits		6c	222
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	823
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	823
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	616
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	42
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 3D			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ 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 FUTURE US 401K PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 FUTURE US INC	D Employer Identification Number (EIN) 22-3157975	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
CHARLES SCHWAB & CO., INC.
94-1737782

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

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

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

USI ADVISORS

06-1397347

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISORS	40522	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☐ No ☒

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

USI CONSULTING GROUP

06-1053228

(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?
12 15 17 25 34 37 57 60 61 63 64 65	RECORDKEEPER	30034	Yes ☒ No ☐	Yes ☐ No ☒	41980	Yes ☐ No ☒

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

CHARLES SCHWAB TRUST BANK

82-3967259

(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?
19 21 31	NONE	0	Yes ☒ No ☐	Yes ☒ No ☐	14403	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
USI CONSULTING GROUP	12 15 17 25 34 37 57 60 61 63 64 65	30034
(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.	
CHARLES SCHWAB & CO., INC. 94-1737782	MUTUAL FUND REVENUE RECAPTURE	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
CHARLES SCHWAB TRUST BANK	19 21 31	14403
(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.	
USI CONSULTING GROUP 06-1053228	CUSTODIAL AND TRUSTEE FEES PAID BY USI CONSULTING GROUP	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

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

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan FUTURE US 401K PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 FUTURE US INC	D Employer Identification Number (EIN) 22-3157975	

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	511838
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	16045	0
(2) Participant contributions.....	1b(2)	76985	0
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	147225	321407
(9) Value of interest in common/collective trusts.....	1c(9)	2371397	2217617
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	35349786	46676713
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	37961438	49727575

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	37961438	49727575
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	618144	
(B) Participants	2a(1)(B)	3002031	
(C) Others (including rollovers).....	2a(1)(C)	6003252	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		9623427
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	7812	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		7812
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	2977753	
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		2977753
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		21817
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		3527436
c Other income.....	2c		860
d Total income. Add all income amounts in column (b) and enter total.....	2d		16159105
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	4322412	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		4322412
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)		
(2) Contract administrator fees.....	2i(2)	30034	
(3) Investment advisory and management fees.....	2i(3)	40522	
(4) Other.....	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		70556
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		4392968
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		11766137
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: GETTRY MARCUS CPA, P.C.

(2) EIN: 13-3418879

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		2359

	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?		X	
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?		X	
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.)		X	
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?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

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

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

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

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

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

A Name of plan <u>FUTURE US 401K PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>FUTURE US INC</u>	D Employer Identification Number (EIN) <u>22-3157975</u>

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

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	<u>0</u>
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>82-3967259</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

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

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

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

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

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

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

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

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

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

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

**FUTURE US 401(K) PLAN
FINANCIAL STATEMENTS
YEARS ENDED DECEMBER 31, 2021 AND 2020**

GETTRYMARCUS



Future US 401(k) Plan

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Years Ended December 31, 2021 and 2020

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Independent Auditor's Report

To the Plan Administrator
Future US 401(k) Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's 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 a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

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

- The amounts and disclosures in the 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 ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

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

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

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

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

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participant Contributions and Assets (Held at End of Year) are presented for purposes of additional analysis and are not a required part of the financial statements but are 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 audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with 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).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the 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 a qualified institution. In our report dated October 1, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Gettry Marcus CPA, P.C.

Gettry Marcus CPA, P.C.
Woodbury, New York
October 14, 2022

Future US 401(k) Plan
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Assets		
Investments - at fair value	<u>\$ 48,894,330</u>	<u>\$ 37,721,183</u>
Noninterest bearing cash	<u>511,838</u>	<u>-</u>
Receivables		
Participants' contributions receivable	-	76,985
Employers' contribution receivable	-	16,045
Notes receivable from participants	<u>321,407</u>	<u>147,225</u>
Total receivables	<u>321,407</u>	<u>240,255</u>
Net assets available for benefits	<u><u>\$ 49,727,575</u></u>	<u><u>\$ 37,961,438</u></u>

Future US 401(k) Plan
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Additions:		
Additions to net assets attributed to:		
Investment income		
Dividends	\$ 2,977,753	\$ 1,603,574
Net appreciation in fair value of investments	3,549,253	4,328,039
Total investment income	<u>6,527,006</u>	<u>5,931,613</u>
Interest income on notes receivable from participants	<u>7,812</u>	<u>7,603</u>
Other Income	<u>860</u>	<u>-</u>
Contributions		
Participants	3,002,031	2,487,674
Rollovers	6,003,252	650,324
Employer	618,144	540,003
Total contributions	<u>9,623,427</u>	<u>3,678,001</u>
Total additions	<u>16,159,105</u>	<u>9,617,217</u>
Deductions:		
Deductions from net assets attributed to:		
Benefits paid to participants	4,322,412	2,975,285
Administrative expenses	70,556	46,134
Total deductions	<u>4,392,968</u>	<u>3,021,419</u>
Net increase in net assets	11,766,137	6,595,798
Net assets available for benefits		
Beginning of year	<u>37,961,438</u>	<u>31,365,640</u>
End of year	<u>\$ 49,727,575</u>	<u>\$ 37,961,438</u>

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 1 – Description of Plan

The following description of the Future US 401(k) Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan, which was established on January 1, 1996, is a defined contribution plan under the Internal Revenue Code (“IRC”) Section 401(k). Effective September 1, 2018, the Plan adopted the Volume Submitter Profit Sharing Plan With CODA (“Volume Submitter Plan”). Effective November 13, 2020, the Plan adopted the Non-Standardized Pre-Approved Profit Sharing/Money Purchase/CODA Plan (“Non-Standardized Plan”). The Plan is subject to the provisions of the Employee Retirement Income Security Act (“ERISA”). The Plan covers all eligible non-union, non-leased and certain non-resident aliens employees of Future US, Inc, Newbay Media, LLC, Purch Group, LLC, Active Junky, Inc, Shop Savvy, Inc, Intermediate Media North America Inc and SmartBrief LLC. Effective November 13, 2020, employees become eligible the first of the month after they begin employment. Previously, participants were eligible upon completion of three months of service. The Plan was amended and restated to include all eligible employees of MoNa Mobile Nations LLC effective March 13, 2020 and Gateway Blend, Inc effecting November 13, 2020. The Plan was also amended to allow employees who were employed by The Week Publications Inc. and Kiplinger Washington Editors Inc. to participate in the Plan, effective October 4, 2021 and employees of Comary effective May 28, 2021. The above companies are collectively referred to as the “Employer” or “Company”. The Plan is subject to the provisions of ERISA. The Board of Trustees of the Plan are responsible for oversight of the Plan. Management of the Company determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Plan's Board of Trustees.

Contributions

Each year, participants may contribute a pre-tax amount of up to the legal limit allowed, of their pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (“rollovers”). Participants direct the investment of their contributions, the employer contributions and rollovers into various investment options offered by the Plan. The Plan accepts Roth Elective Deferrals made on behalf of participants. The Company is allowed to make discretionary matching and profit sharing contributions to the Plan upon approval by the Board of Directors. The Company matches 33.3% of each eligible participant's contributions up to a maximum of 6% of the participant's contributions. No discretionary profit sharing contributions were made for the years ended December 31, 2021 and 2020.

Participant Accounts

Each participant's account is credited with the participant's contributions and Company matching contributions as well as an allocation of (a) the Company's discretionary profit sharing contribution, if any, (b) Plan earnings and losses, and (c) an allocation of Plan administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. Allocation of the employer's profit sharing contribution is based on the ratio of participant's compensation to total eligible compensation, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 1 – Description of Plan (continued)

Vesting

Participants are immediately vested in their voluntary contributions plus actual earnings thereon. The vesting in the Company's matching contribution portion of the participant's accounts is based on years of continuous service. However, if an active participant dies, becomes totally and permanently disabled, or attains normal retirement age of 65, the participant's account becomes 100 percent vested.

A participant's vested interest in their employer matching contributions shall be determined in accordance with the following schedules:

With respect to employer contributions made on or after September 1, 2018, the vesting schedule below shall be used for all employees of Future US, Inc. before the Newbay acquisition and all employees of Future US, Inc. after the Newbay acquisition:

<u>Years of Vesting</u> <u>Service</u>	<u>Vested Interest</u>
1	25%
2	50%
3	100%

With respect to Participants under the NewBay Media 401(k) Plan that was merged into this Plan, effective August 31, 2018, the vesting schedule below shall be used with respect to any employer contributions that were made into the NewBay Media 401(k) Plan prior to September 1, 2018 for participants who were employed by Newbay:

<u>Years of Vesting</u> <u>Service</u>	<u>Vested Interest</u>
1	20%
2	40%
3	60%
4	80%
5	100%

Forfeited Accounts

Forfeitures of non-vested accounts are used to reduce Plan expenses and/or employer contributions. At December 31, 2021 and 2020, forfeited non-vested accounts totaled \$73,953 and \$35,502, respectively. For the years ended December 31, 2021 and 2020, \$20,186 and \$28,427 was used to reduce Plan expenses and Company contributions.

Payment of Benefits

On termination of service, due to death, disability or retirement, a participant with a vested interest over \$5,000 may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account. If the vested interest is less than \$5,000, or for termination of services for other reasons, the Plan allows for a participant to receive the value of the vested interest in his or her account as a lump-sum distribution. The Plan allows for in-service distributions once the participant has reached 59 ½ years of age and is fully vested. Distributions are subject to the applicable provisions of the Plan agreement.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 1 – Description of Plan (continued)

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested account balance. The loans are secured by the balance in the participant's account and will require a rate of return commensurate with local prevailing rates as determined quarterly by the Plan administrator that range from 3.25% to 5.75%. The loans must be repaid over a period not to exceed five years, unless the loan is for the purchase of a primary residence in which case the Plan administrator may permit a longer repayment term. Principal and interest is paid through payroll deductions. The Plan allows for a participant to have no more than two outstanding loans at any one time. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded. Defaulted loans recorded as benefit payments amounted to \$6,958 and \$74,430 the years ended December 31, 2021 and 2020, respectively.

Coronavirus Aid, Relief and Economic Security Act

The Coronavirus Aid, Relief and Economic Security Act (the "CARES Act") was enacted on March 27, 2020. The CARES Act includes a number of relief provisions available to tax-qualified retirement plans. The provisions of the CARES Act may be effective and operationalized immediately (i.e., prior to amending the Plan document). The Plan was amended November 13 2020 to adopt certain measures included in the CARES Act as follows:

- Permit qualified individuals (as defined under the CARES ACT) to request Coronavirus-Related Distributions up to \$100,000 from their vested portion of the Plan between January 1, 2020 and December 31, 2020.
- For loans taken within 180 days after the enactment of the CARES Act (i.e., March 27, 2020), permit qualified CARES ACT individuals to take loans from their account up to the lesser of 100 percent of their vested account balance or \$100,000. In addition, permit any Plan loan repayment that came due during the period March 27, 2020 through December 31, 2020 to be delayed for up to one year.
- Permit the delay of Required Minimum Distributions ("RMD") for a period of one year, with the delay applying to both 2019 distributions that were required to begin no later than April 1, 2020, and 2020 distributions, unless an employee elects to receive an RMD in 2020. Participants electing to receive a 2020 RMD amount were able to use the 60-day rollover option.

Note 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 accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 2 – Summary of Significant Accounting Policies (continued)

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value, except for the stable value fund which is reported at net asset value ("NAV"). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Committee determines the Plan's valuation policies utilizing information provided by the Plan's investment adviser and trustee. The Plan utilizes NAV as a practical expedient to measure the fair value of its investment in the stable value fund.

The common collective trust fund is the Morley Stable Value Fund and has an investment objective to receive a constant rate of return on funds. Generally, there are no restrictions on a participant's ability to redeem their investment in the funds; however, withdrawals prompted by certain events may restrict a participant's ability to redeem the investment. Such events include the following: (1) amendments to the plan documents (including complete or partial plan termination or a merger with another plan), (2) changes to plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the plan sponsor or other plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA.

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

Payments of Benefits

Benefits are recorded when paid by the Plan.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company as provided by the Plan document. Certain administrative expenses of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

Accounting Standards Updates ("ASU")

On August 28, 2018, FASB issued ASU 2018-13, Disclosure Framework—Changes to the Disclosure Requirement for Fair Value Measurement (Topic 820). The ASU, which applies to all entities (including defined contribution plans) removes, modifies and adds fair value and/or NAV related disclosures. The ASU is effective for years beginning after December 15, 2019.. The Board of Trustees has determined that the adoption of ASU 2018-13 has no impact on its financial statements.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 3 –Investments Prepared and Certified by Charles Schwab Trust Bank

The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by Charles Schwab Bank, the custodian and trustee of the plan:

	December 31,	
	<u>2021</u>	<u>2020</u>
Investments, at fair value:		
Mutual funds	\$ 46,676,713	\$ 35,349,786
Stable value fund	2,217,617	2,371,397
Total investments, at fair value:	<u>\$ 48,894,330</u>	<u>\$ 37,721,183</u>
Noninterest bearing cash	<u>\$ 511,838</u>	<u>\$ -</u>
Notes receivable from participants	<u>\$ 321,407</u>	<u>\$ 147,225</u>
	<u>For the year ended December 31,</u>	
	<u>2021</u>	<u>2020</u>
Investment income:		
Dividends	\$ 2,977,753	\$ 1,603,574
Net appreciation in fair value of investments	3,549,253	4,328,039
	<u>\$ 6,527,006</u>	<u>\$ 5,931,613</u>
Interest income on notes receivable from participants	<u>\$ 7,812</u>	<u>\$ 7,603</u>

Note 4 – Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The fair value hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1	Inputs to the valuation methodology are 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.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 4 – Fair Value Measurements (continued)

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

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

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

Morley Stable Value Fund ("Stable Value Fund"). Valued at the NAV of units held by the Plan at year-end based upon the quoted market prices of the underlying investments. The common collective trusts are composed primarily of fully benefit-responsive investment contracts. The common collective trust funds, which are stable value funds, invest in fixed-income securities or bond funds, enter into "wrap" contracts issued by third parties, invest in insurance separate accounts, and invest in cash equivalents represented by shares in money market funds, with the objective of preservation of capital. There are no unfunded commitments with respect to the common collective trust funds. The common collective trust funds may in their sole discretion, impose restrictions on issues and redemption of units.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value at December 31, 2021 and 2020:

Investments at Fair Value at December 31, 2021

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	<u>\$ 46,676,713</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 46,676,713
Common collective trust fund (a)				<u>2,217,617</u>
Total investments at fair value				<u>\$ 48,894,330</u>

Investments at Fair Value at December 31, 2020

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	<u>\$ 35,349,786</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 35,349,786
Common collective trust fund (a)				<u>2,371,397</u>
Total investments at fair value				<u>\$ 37,721,183</u>

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 4 – Fair Value Measurements (continued)

- (a) In accordance with ASU 2015-07, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

The following table summarizes the investments for which fair value is measured using NAV per share practical expedient as of December 31 2021 and 2020. There are no participant redemption restrictions for these investment whereas the redemption notice period is applicable to the Plan.

Fair Value Estimated Using Net Assets Value per Share December 31, 2021				
Description	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Stable Value Fund	<u>\$ 2,217,617</u>	<u>\$ -</u>	Daily	30 Days
Fair Value Estimated Using Net Assets Value per Share December 31, 2020				
Description	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Stable Value Fund	<u>\$ 2,371,397</u>	<u>\$ -</u>	Daily	30 Days

Note 5 – 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 profit sharing employer contributions.

Note 6 – Tax Status

The Non-Standardized Plan received a favorable opinion letter dated June 30, 2020, in which the Internal Revenue Service ("IRS") stated that the Non-Standardized Plan, as then designed, was in compliance with the applicable sections of the IRC. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believes that the Plan is qualified and the related trust is tax exempt. The Volume Submitter Plan which had obtained its latest determination letter on March 31, 2014, in which the IRS stated that the prototype plan, as then designed, was in compliance with the applicable sections of the IRC.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 6 – Tax Status (continued)

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 and 2020, no uncertain positions are taken or are expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 7 – Related Party Transactions

Certain Plan investments are managed by Charles Schwab Bank, the trustee and custodian for the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees incurred by the Plan for the investment management services are included in net appreciation in fair value of investments, as they are paid by revenue sharing, rather than direct payment.

As described in Note 2, the Plan made direct payments to USI Consulting Group, the third party administrator, of \$70,556 and \$46,134 for the years ended December 31, 2021 and 2020 which was not covered by revenue sharing. The Company pays directly any other fees related to the Plan's operations.

Note 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 risks associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

The impact of the COVID-19 pandemic outbreak continues to evolve. Said pandemic has adversely affected net global economic activity and has greatly contributed to a significant deterioration and then recovery in financial markets as of the date of these financial statements were issued. Because the values of the Plan's investments have and will fluctuate in response to changing market conditions, the impact of this situation on the Plan (and the Company) and its future results and financial position is not presently determinable.

Note 9 – Untimely Participant Contributions

During 2020, the Company failed to remit to the Plan's trustee certain employee contributions and loan repayments within the period prescribed by Department of Labor regulations resulting in nonexempt prohibited transactions. Under the regulations, amounts withheld by an employer from a participant's wages for contribution and loan repayments to a plan are plan assets on the earliest date that they can reasonably be segregated from the employer's general assets. Lost earnings on the 2020 untimely participant contributions of \$2,359 were remitted to the Plan in 2021 under the Self Correction Program and are included in the total contributions on the statement of changes in net assets available for benefits for the year ended December 31, 2021.

Note 10 – Subsequent Events

The Plan has evaluated subsequent events for potential recognition or disclosure in the financial statements through October 14, 2022 the date the financial statements were available to be issued.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 10 – Subsequent Events (continued)

Recent increases in inflation and interest rates, as well as other changes in economic and political events, have resulted in increased volatility in financial markets. Accordingly, the Plan's investment portfolio, subsequent to December 31, 2021, has incurred a decline in aggregate fair value. It is not known if values will continue to decline or how long a recovery, if any, of these values will take to recapture their peak values.

Supplementary Information

Future US 401(k) Plan
PN: 001 EIN: 22-3157975
2020 Form 5500 Schedule H, Part IV, Line 4(a)
Schedule of Delinquent Participant Contributions
Year Ended December 31, 2020

Check Here If Late Participant Loan Repayments Are Included	Participant Contributions Transferred Late to the Plan					Total That Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51				
	Date Withheld		Date Remitted		Amount	Contributions Not Corrected	Contributions Corrected Outside VFCP - *	Contributions Pending Correction in VFCP					
	3/13/2020		4/15/2020	\$	2,359	\$	-	\$	2,359	\$	-	\$	-
				\$	2,359	\$	-	\$	2,359	\$	-	\$	-

* The Company has calculated lost earnings on the untimely remittances and has contributed to the affected participant's accounts.

Future US 401(k) Plan
PN: 001 EIN: 22-3157975
Form 5500 Schedule H, Part IV, Line 4(i)
Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest collateral, par or maturity value	Cost**	Current Value
*	Charles Schwab Trust Bank	DFA International Core Equity Portfolio Fund	\$	1,207,176
*	Charles Schwab Trust Bank	Dodge & Cox Income Fund		921,150
*	Charles Schwab Trust Bank	Dodge & Cox Stock Fund		1,515,305
*	Charles Schwab Trust Bank	Harbor Capital Appreciation Fund		6,775,368
*	Charles Schwab Trust Bank	MFS Moderate Allocation Fund		1,109,461
*	Charles Schwab Trust Bank	Oakmark Equity and Income Fund		1,680,668
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2010 Fund		1,220
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2020 Fund		746,391
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2030 Fund		4,311,942
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2040 Fund		4,946,343
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2050 Fund		8,155,076
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2060 Fund		360,165
*	Charles Schwab Trust Bank	Vanguard Emerging Markets Stock Index Fund		215,331
*	Charles Schwab Trust Bank	Vanguard Inflation Protected Securities Fund		1,009,738
*	Charles Schwab Trust Bank	Vanguard Mid Cap Index Fund		1,594,953
*	Charles Schwab Trust Bank	Vanguard Small Cap I		629,836
*	Charles Schwab Trust Bank	Vanguard Strategic Small Cap Equity		1,922,466
*	Charles Schwab Trust Bank	Vanguard Total Bond Market Index		727,928
*	Charles Schwab Trust Bank	Vanguard Total International Stock Index		620,388
*	Charles Schwab Trust Bank	Vanguard Total Stock Market Index Fund		1,710,411
*	Charles Schwab Trust Bank	Vanguard 500 Index		6,515,397
*	Charles Schwab Trust Bank	Morley Stable Value Fund		2,217,617
				<u>48,894,330</u>
	Noninterest bearing cash			511,838
*	Notes receivable from participants	Interest rates of 3.25% to 5.75%, various maturity dates, secured by participants' vested account balances.		<u>321,407</u>
	Total			<u><u>\$ 49,727,575</u></u>

* Indicates an identified person known to be a party-in-interest to the Plan.

** Cost not required (investments are participant directed).

**FUTURE US 401(K) PLAN
FINANCIAL STATEMENTS
YEARS ENDED DECEMBER 31, 2021 AND 2020**

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Future US 401(k) Plan

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Years Ended December 31, 2021 and 2020

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Independent Auditor's Report

To the Plan Administrator
Future US 401(k) Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's 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 a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

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

- The amounts and disclosures in the 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 ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

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

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

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

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

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participant Contributions and Assets (Held at End of Year) are presented for purposes of additional analysis and are not a required part of the financial statements but are 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 audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with 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).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the 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 a qualified institution. In our report dated October 1, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Gettry Marcus CPA, P.C.

Gettry Marcus CPA, P.C.
Woodbury, New York
October 14, 2022

Future US 401(k) Plan
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Assets		
Investments - at fair value	<u>\$ 48,894,330</u>	<u>\$ 37,721,183</u>
Noninterest bearing cash	<u>511,838</u>	<u>-</u>
Receivables		
Participants' contributions receivable	-	76,985
Employers' contribution receivable	-	16,045
Notes receivable from participants	<u>321,407</u>	<u>147,225</u>
Total receivables	<u>321,407</u>	<u>240,255</u>
Net assets available for benefits	<u><u>\$ 49,727,575</u></u>	<u><u>\$ 37,961,438</u></u>

Future US 401(k) Plan
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Additions:		
Additions to net assets attributed to:		
Investment income		
Dividends	\$ 2,977,753	\$ 1,603,574
Net appreciation in fair value of investments	3,549,253	4,328,039
Total investment income	<u>6,527,006</u>	<u>5,931,613</u>
Interest income on notes receivable from participants	<u>7,812</u>	<u>7,603</u>
Other Income	<u>860</u>	<u>-</u>
Contributions		
Participants	3,002,031	2,487,674
Rollovers	6,003,252	650,324
Employer	618,144	540,003
Total contributions	<u>9,623,427</u>	<u>3,678,001</u>
Total additions	<u>16,159,105</u>	<u>9,617,217</u>
Deductions:		
Deductions from net assets attributed to:		
Benefits paid to participants	4,322,412	2,975,285
Administrative expenses	70,556	46,134
Total deductions	<u>4,392,968</u>	<u>3,021,419</u>
Net increase in net assets	11,766,137	6,595,798
Net assets available for benefits		
Beginning of year	<u>37,961,438</u>	<u>31,365,640</u>
End of year	<u>\$ 49,727,575</u>	<u>\$ 37,961,438</u>

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 1 – Description of Plan

The following description of the Future US 401(k) Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan, which was established on January 1, 1996, is a defined contribution plan under the Internal Revenue Code (“IRC”) Section 401(k). Effective September 1, 2018, the Plan adopted the Volume Submitter Profit Sharing Plan With CODA (“Volume Submitter Plan”). Effective November 13, 2020, the Plan adopted the Non-Standardized Pre-Approved Profit Sharing/Money Purchase/CODA Plan (“Non-Standardized Plan”). The Plan is subject to the provisions of the Employee Retirement Income Security Act (“ERISA”). The Plan covers all eligible non-union, non-leased and certain non-resident aliens employees of Future US, Inc, Newbay Media, LLC, Purch Group, LLC, Active Junky, Inc, Shop Savvy, Inc, Intermediate Media North America Inc and SmartBrief LLC. Effective November 13, 2020, employees become eligible the first of the month after they begin employment. Previously, participants were eligible upon completion of three months of service. The Plan was amended and restated to include all eligible employees of MoNa Mobile Nations LLC effective March 13, 2020 and Gateway Blend, Inc effecting November 13, 2020. The Plan was also amended to allow employees who were employed by The Week Publications Inc. and Kiplinger Washington Editors Inc. to participate in the Plan, effective October 4, 2021 and employees of Comary effective May 28, 2021. The above companies are collectively referred to as the “Employer” or “Company”. The Plan is subject to the provisions of ERISA. The Board of Trustees of the Plan are responsible for oversight of the Plan. Management of the Company determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Plan's Board of Trustees.

Contributions

Each year, participants may contribute a pre-tax amount of up to the legal limit allowed, of their pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (“rollovers”). Participants direct the investment of their contributions, the employer contributions and rollovers into various investment options offered by the Plan. The Plan accepts Roth Elective Deferrals made on behalf of participants. The Company is allowed to make discretionary matching and profit sharing contributions to the Plan upon approval by the Board of Directors. The Company matches 33.3% of each eligible participant's contributions up to a maximum of 6% of the participant's contributions. No discretionary profit sharing contributions were made for the years ended December 31, 2021 and 2020.

Participant Accounts

Each participant's account is credited with the participant's contributions and Company matching contributions as well as an allocation of (a) the Company's discretionary profit sharing contribution, if any, (b) Plan earnings and losses, and (c) an allocation of Plan administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. Allocation of the employer's profit sharing contribution is based on the ratio of participant's compensation to total eligible compensation, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 1 – Description of Plan (continued)

Vesting

Participants are immediately vested in their voluntary contributions plus actual earnings thereon. The vesting in the Company's matching contribution portion of the participant's accounts is based on years of continuous service. However, if an active participant dies, becomes totally and permanently disabled, or attains normal retirement age of 65, the participant's account becomes 100 percent vested.

A participant's vested interest in their employer matching contributions shall be determined in accordance with the following schedules:

With respect to employer contributions made on or after September 1, 2018, the vesting schedule below shall be used for all employees of Future US, Inc. before the Newbay acquisition and all employees of Future US, Inc. after the Newbay acquisition:

<u>Years of Vesting Service</u>	<u>Vested Interest</u>
1	25%
2	50%
3	100%

With respect to Participants under the NewBay Media 401(k) Plan that was merged into this Plan, effective August 31, 2018, the vesting schedule below shall be used with respect to any employer contributions that were made into the NewBay Media 401(k) Plan prior to September 1, 2018 for participants who were employed by Newbay:

<u>Years of Vesting Service</u>	<u>Vested Interest</u>
1	20%
2	40%
3	60%
4	80%
5	100%

Forfeited Accounts

Forfeitures of non-vested accounts are used to reduce Plan expenses and/or employer contributions. At December 31, 2021 and 2020, forfeited non-vested accounts totaled \$73,953 and \$35,502, respectively. For the years ended December 31, 2021 and 2020, \$20,186 and \$28,427 was used to reduce Plan expenses and Company contributions.

Payment of Benefits

On termination of service, due to death, disability or retirement, a participant with a vested interest over \$5,000 may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account. If the vested interest is less than \$5,000, or for termination of services for other reasons, the Plan allows for a participant to receive the value of the vested interest in his or her account as a lump-sum distribution. The Plan allows for in-service distributions once the participant has reached 59 ½ years of age and is fully vested. Distributions are subject to the applicable provisions of the Plan agreement.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 1 – Description of Plan (continued)

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested account balance. The loans are secured by the balance in the participant's account and will require a rate of return commensurate with local prevailing rates as determined quarterly by the Plan administrator that range from 3.25% to 5.75%. The loans must be repaid over a period not to exceed five years, unless the loan is for the purchase of a primary residence in which case the Plan administrator may permit a longer repayment term. Principal and interest is paid through payroll deductions. The Plan allows for a participant to have no more than two outstanding loans at any one time. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded. Defaulted loans recorded as benefit payments amounted to \$6,958 and \$74,430 the years ended December 31, 2021 and 2020, respectively.

Coronavirus Aid, Relief and Economic Security Act

The Coronavirus Aid, Relief and Economic Security Act (the "CARES Act") was enacted on March 27, 2020. The CARES Act includes a number of relief provisions available to tax-qualified retirement plans. The provisions of the CARES Act may be effective and operationalized immediately (i.e., prior to amending the Plan document). The Plan was amended November 13 2020 to adopt certain measures included in the CARES Act as follows:

- Permit qualified individuals (as defined under the CARES ACT) to request Coronavirus-Related Distributions up to \$100,000 from their vested portion of the Plan between January 1, 2020 and December 31, 2020.
- For loans taken within 180 days after the enactment of the CARES Act (i.e., March 27, 2020), permit qualified CARES ACT individuals to take loans from their account up to the lesser of 100 percent of their vested account balance or \$100,000. In addition, permit any Plan loan repayment that came due during the period March 27, 2020 through December 31, 2020 to be delayed for up to one year.
- Permit the delay of Required Minimum Distributions ("RMD") for a period of one year, with the delay applying to both 2019 distributions that were required to begin no later than April 1, 2020, and 2020 distributions, unless an employee elects to receive an RMD in 2020. Participants electing to receive a 2020 RMD amount were able to use the 60-day rollover option.

Note 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 accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 2 – Summary of Significant Accounting Policies (continued)

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value, except for the stable value fund which is reported at net asset value ("NAV"). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Committee determines the Plan's valuation policies utilizing information provided by the Plan's investment adviser and trustee. The Plan utilizes NAV as a practical expedient to measure the fair value of its investment in the stable value fund.

The common collective trust fund is the Morley Stable Value Fund and has an investment objective to receive a constant rate of return on funds. Generally, there are no restrictions on a participant's ability to redeem their investment in the funds; however, withdrawals prompted by certain events may restrict a participant's ability to redeem the investment. Such events include the following: (1) amendments to the plan documents (including complete or partial plan termination or a merger with another plan), (2) changes to plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the plan sponsor or other plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA.

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

Payments of Benefits

Benefits are recorded when paid by the Plan.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company as provided by the Plan document. Certain administrative expenses of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

Accounting Standards Updates ("ASU")

On August 28, 2018, FASB issued ASU 2018-13, Disclosure Framework—Changes to the Disclosure Requirement for Fair Value Measurement (Topic 820). The ASU, which applies to all entities (including defined contribution plans) removes, modifies and adds fair value and/or NAV related disclosures. The ASU is effective for years beginning after December 15, 2019.. The Board of Trustees has determined that the adoption of ASU 2018-13 has no impact on its financial statements.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 3 –Investments Prepared and Certified by Charles Schwab Trust Bank

The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by Charles Schwab Bank, the custodian and trustee of the plan:

	December 31,	
	<u>2021</u>	<u>2020</u>
Investments, at fair value:		
Mutual funds	\$ 46,676,713	\$ 35,349,786
Stable value fund	2,217,617	2,371,397
Total investments, at fair value:	<u>\$ 48,894,330</u>	<u>\$ 37,721,183</u>
Noninterest bearing cash	<u>\$ 511,838</u>	<u>\$ -</u>
Notes receivable from participants	<u>\$ 321,407</u>	<u>\$ 147,225</u>
	<u>For the year ended December 31,</u>	
	<u>2021</u>	<u>2020</u>
Investment income:		
Dividends	\$ 2,977,753	\$ 1,603,574
Net appreciation in fair value of investments	3,549,253	4,328,039
	<u>\$ 6,527,006</u>	<u>\$ 5,931,613</u>
Interest income on notes receivable from participants	<u>\$ 7,812</u>	<u>\$ 7,603</u>

Note 4 – Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The fair value hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1	Inputs to the valuation methodology are 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.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 4 – Fair Value Measurements (continued)

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

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

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

Morley Stable Value Fund ("Stable Value Fund"). Valued at the NAV of units held by the Plan at year-end based upon the quoted market prices of the underlying investments. The common collective trusts are composed primarily of fully benefit-responsive investment contracts. The common collective trust funds, which are stable value funds, invest in fixed-income securities or bond funds, enter into "wrap" contracts issued by third parties, invest in insurance separate accounts, and invest in cash equivalents represented by shares in money market funds, with the objective of preservation of capital. There are no unfunded commitments with respect to the common collective trust funds. The common collective trust funds may in their sole discretion, impose restrictions on issues and redemption of units.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value at December 31, 2021 and 2020:

Investments at Fair Value at December 31, 2021

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	<u>\$ 46,676,713</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 46,676,713
Common collective trust fund (a)				<u>2,217,617</u>
Total investments at fair value				<u>\$ 48,894,330</u>

Investments at Fair Value at December 31, 2020

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	<u>\$ 35,349,786</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 35,349,786
Common collective trust fund (a)				<u>2,371,397</u>
Total investments at fair value				<u>\$ 37,721,183</u>

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 4 – Fair Value Measurements (continued)

- (a) In accordance with ASU 2015-07, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

The following table summarizes the investments for which fair value is measured using NAV per share practical expedient as of December 31 2021 and 2020. There are no participant redemption restrictions for these investment whereas the redemption notice period is applicable to the Plan.

Fair Value Estimated Using Net Assets Value per Share December 31, 2021				
Description	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Stable Value Fund	<u>\$ 2,217,617</u>	<u>\$ -</u>	Daily	30 Days
Fair Value Estimated Using Net Assets Value per Share December 31, 2020				
Description	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Stable Value Fund	<u>\$ 2,371,397</u>	<u>\$ -</u>	Daily	30 Days

Note 5 – 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 profit sharing employer contributions.

Note 6 – Tax Status

The Non-Standardized Plan received a favorable opinion letter dated June 30, 2020, in which the Internal Revenue Service ("IRS") stated that the Non-Standardized Plan, as then designed, was in compliance with the applicable sections of the IRC. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believes that the Plan is qualified and the related trust is tax exempt. The Volume Submitter Plan which had obtained its latest determination letter on March 31, 2014, in which the IRS stated that the prototype plan, as then designed, was in compliance with the applicable sections of the IRC.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 6 – Tax Status (continued)

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 and 2020, no uncertain positions are taken or are expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 7 – Related Party Transactions

Certain Plan investments are managed by Charles Schwab Bank, the trustee and custodian for the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees incurred by the Plan for the investment management services are included in net appreciation in fair value of investments, as they are paid by revenue sharing, rather than direct payment.

As described in Note 2, the Plan made direct payments to USI Consulting Group, the third party administrator, of \$70,556 and \$46,134 for the years ended December 31, 2021 and 2020 which was not covered by revenue sharing. The Company pays directly any other fees related to the Plan's operations.

Note 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 risks associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

The impact of the COVID-19 pandemic outbreak continues to evolve. Said pandemic has adversely affected net global economic activity and has greatly contributed to a significant deterioration and then recovery in financial markets as of the date of these financial statements were issued. Because the values of the Plan's investments have and will fluctuate in response to changing market conditions, the impact of this situation on the Plan (and the Company) and its future results and financial position is not presently determinable.

Note 9 – Untimely Participant Contributions

During 2020, the Company failed to remit to the Plan's trustee certain employee contributions and loan repayments within the period prescribed by Department of Labor regulations resulting in nonexempt prohibited transactions. Under the regulations, amounts withheld by an employer from a participant's wages for contribution and loan repayments to a plan are plan assets on the earliest date that they can reasonably be segregated from the employer's general assets. Lost earnings on the 2020 untimely participant contributions of \$2,359 were remitted to the Plan in 2021 under the Self Correction Program and are included in the total contributions on the statement of changes in net assets available for benefits for the year ended December 31, 2021.

Note 10 – Subsequent Events

The Plan has evaluated subsequent events for potential recognition or disclosure in the financial statements through October 14, 2022 the date the financial statements were available to be issued.

**Future US 401(k) Plan
Notes to Financial Statements
December 31, 2021 and 2020**

Note 10 – Subsequent Events (continued)

Recent increases in inflation and interest rates, as well as other changes in economic and political events, have resulted in increased volatility in financial markets. Accordingly, the Plan's investment portfolio, subsequent to December 31, 2021, has incurred a decline in aggregate fair value. It is not known if values will continue to decline or how long a recovery, if any, of these values will take to recapture their peak values.

Supplementary Information

Future US 401(k) Plan
PN: 001 EIN: 22-3157975
2020 Form 5500 Schedule H, Part IV, Line 4(a)
Schedule of Delinquent Participant Contributions
Year Ended December 31, 2020

Check Here If Late Participant Loan Repayments Are Included	Total That Constitute Nonexempt Prohibited Transactions						Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Transferred Late to the Plan			Contributions Corrected Outside VFCP - *		Contributions Pending Correction in VFCP	
	Date Withheld	Date Remitted	Amount	Contributions Not Corrected			
	3/13/2020	4/15/2020	\$ 2,359	\$ -	\$ 2,359	\$ -	\$ -
			\$ 2,359	\$ -	\$ 2,359	\$ -	\$ -

* The Company has calculated lost earnings on the untimely remittances and has contributed to the affected participant's accounts.

Future US 401(k) Plan
PN: 001 EIN: 22-3157975
Form 5500 Schedule H, Part IV, Line 4(i)
Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest collateral, par or maturity value	Cost**	Current Value
*	Charles Schwab Trust Bank	DFA International Core Equity Portfolio Fund	\$	1,207,176
*	Charles Schwab Trust Bank	Dodge & Cox Income Fund		921,150
*	Charles Schwab Trust Bank	Dodge & Cox Stock Fund		1,515,305
*	Charles Schwab Trust Bank	Harbor Capital Appreciation Fund		6,775,368
*	Charles Schwab Trust Bank	MFS Moderate Allocation Fund		1,109,461
*	Charles Schwab Trust Bank	Oakmark Equity and Income Fund		1,680,668
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2010 Fund		1,220
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2020 Fund		746,391
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2030 Fund		4,311,942
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2040 Fund		4,946,343
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2050 Fund		8,155,076
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2060 Fund		360,165
*	Charles Schwab Trust Bank	Vanguard Emerging Markets Stock Index Fund		215,331
*	Charles Schwab Trust Bank	Vanguard Inflation Protected Securities Fund		1,009,738
*	Charles Schwab Trust Bank	Vanguard Mid Cap Index Fund		1,594,953
*	Charles Schwab Trust Bank	Vanguard Small Cap I		629,836
*	Charles Schwab Trust Bank	Vanguard Strategic Small Cap Equity		1,922,466
*	Charles Schwab Trust Bank	Vanguard Total Bond Market Index		727,928
*	Charles Schwab Trust Bank	Vanguard Total International Stock Index		620,388
*	Charles Schwab Trust Bank	Vanguard Total Stock Market Index Fund		1,710,411
*	Charles Schwab Trust Bank	Vanguard 500 Index		6,515,397
*	Charles Schwab Trust Bank	Morley Stable Value Fund		2,217,617
				<u>48,894,330</u>
	Noninterest bearing cash			511,838
*	Notes receivable from participants	Interest rates of 3.25% to 5.75%, various maturity dates, secured by participants' vested account balances.		<u>321,407</u>
	Total			<u><u>\$ 49,727,575</u></u>

* Indicates an identified person known to be a party-in-interest to the Plan.

** Cost not required (investments are participant directed).

Future US 401(k) Plan
PN: 001 EIN: 22-3157975
Form 5500 Schedule H, Part IV, Line 4(i)
Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest collateral, par or maturity value	Cost**	Current Value
*	Charles Schwab Trust Bank	DFA International Core Equity Portfolio Fund	\$	1,207,176
*	Charles Schwab Trust Bank	Dodge & Cox Income Fund		921,150
*	Charles Schwab Trust Bank	Dodge & Cox Stock Fund		1,515,305
*	Charles Schwab Trust Bank	Harbor Capital Appreciation Fund		6,775,368
*	Charles Schwab Trust Bank	MFS Moderate Allocation Fund		1,109,461
*	Charles Schwab Trust Bank	Oakmark Equity and Income Fund		1,680,668
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2010 Fund		1,220
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2020 Fund		746,391
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2030 Fund		4,311,942
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2040 Fund		4,946,343
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2050 Fund		8,155,076
*	Charles Schwab Trust Bank	T Rowe Price Retirement 2060 Fund		360,165
*	Charles Schwab Trust Bank	Vanguard Emerging Markets Stock Index Fund		215,331
*	Charles Schwab Trust Bank	Vanguard Inflation Protected Securities Fund		1,009,738
*	Charles Schwab Trust Bank	Vanguard Mid Cap Index Fund		1,594,953
*	Charles Schwab Trust Bank	Vanguard Small Cap I		629,836
*	Charles Schwab Trust Bank	Vanguard Strategic Small Cap Equity		1,922,466
*	Charles Schwab Trust Bank	Vanguard Total Bond Market Index		727,928
*	Charles Schwab Trust Bank	Vanguard Total International Stock Index		620,388
*	Charles Schwab Trust Bank	Vanguard Total Stock Market Index Fund		1,710,411
*	Charles Schwab Trust Bank	Vanguard 500 Index		6,515,397
*	Charles Schwab Trust Bank	Morley Stable Value Fund		2,217,617
				<u>48,894,330</u>
	Noninterest bearing cash			511,838
*	Notes receivable from participants	Interest rates of 3.25% to 5.75%, various maturity dates, secured by participants' vested account balances.		<u>321,407</u>
	Total			<u><u>\$ 49,727,575</u></u>

* Indicates an identified person known to be a party-in-interest to the Plan.

** Cost not required (investments are participant directed).

**Future US 401(k) Plan
PN: 001 EIN: 22-3157975
2020 Form 5500 Schedule H, Part IV, Line 4(a)
Schedule of Delinquent Participant Contributions
Year Ended December 31, 2020**

Check Here If Late Participant Loan Repayments Are Included				Total That Constitute Nonexempt Prohibited Transactions			
	<u>Participant Contributions Transferred Late to the Plan</u>				Contributions	Contributions	Total Fully Corrected Under VFCP and PTE 2002-51
					Corrected	Pending	
	<u>Date Withheld</u>	<u>Date Remitted</u>	<u>Amount</u>	<u>Contributions Not Corrected</u>	<u>Outside VFCP - *</u>	<u>Correction in VFCP</u>	
	3/13/2020	4/15/2020	\$ 2,359	\$ -	\$ 2,359	\$ -	\$ -
			\$ 2,359	\$ -	\$ 2,359	\$ -	\$ -

* The Company has calculated lost earnings on the untimely remittances and has contributed to the affected participant's accounts.